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ABSTRACT

This report provides data on school districts in the nation's largest cities regarding decade-long national trends in teacher salaries, expenditures, and federal revenue, particularly compensatory education funding. These districts, which are working to close achievement gaps, enroll disproportionate and increasingly larger shares of low-income and minority students. The report provides similar data for the 100 largest individual cities. All but two cities showed increases in the percentage of students receiving special education services, and all but one showed increases in the percentage of students eligible to receive free or reduced-price lunch. All of these 100 cities showed increases in minority student enrollments. Three out of four cities coped with enrollment growth. The economy grew at a much faster rate than teacher salaries, which did not increase as much as salaries for all workers. Total spending for public K-12 education grew from $206 to $353 billion in the 1990s. Gaps between expenditure growth and teacher salary growth were largest at the end of the decade, a period of teacher shortages. Federal revenue increased faster than total education spending. The leveling off of federal support for disadvantaged students occurred at the same time as big cities came under increasing pressure to close minority-majority student achievement gaps. (SM)

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# Teacher Salaries, Expenditures and Federal Revenue in School Districts Serving the Nation's Largest Cities, 1990-91 to 2000-01

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October 2001

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## Foreword

This report provides basic information for school districts in the nation's largest cities regarding teacher salaries, expenditures, and federal revenue. Although school districts in cities with more than 100,000 residents serve only one in five students in the United States, these districts are the focus of efforts to close the achievement gap. Large cities also enroll a disproportionate and increasingly larger share of low-income and minority students.

This research represents the first time the AFT has prepared a report of this type for big cities, but it also highlights trends over the past decade. Our study features teacher salary data on large city school districts prepared for the U.S. Department of Defense by the Civilian Personnel Management Service, Wage and Salary Division. These salary data offer a first look at teacher salaries for the 2000-01 school year. Next spring, the AFT will publish comprehensive information on state and national teacher salary averages for the 2000-01 school year.

This study is divided into two parts. The first part elaborates on the decade-long national trend in urban teacher salaries (cities with more than 100,000 residents), education spending and federal revenue, particularly compensatory education funding. The second part presents similar data for individual cities (the 100 largest).

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## Executive Summary

Boosted by a 5.4 percent increase in 2000-01, a teacher with a master's degree at the top of the salary schedule in a typical big-city school earned $51,955 annually. Over the past decade, however, urban teacher salaries grew at a yearly rate of only 3.2 percent, enough to keep ahead of inflation by just $250 per year. In contrast, the annual earnings for all workers increased by a yearly average of 3.7 percent over the same 10 years. The economy grew at a much faster rate than teacher salaries. Gross domestic product per capita escalated at an annual rate averaging 5.3 percent.

A teacher shortage emerged in the mid 1990s when the market for new college graduates burned red hot. Beginning teacher salaries, however, increased at an average annual rate of only 3.2 percent compared to 3.9 percent for college graduates in fields outside education. In 1994-95, new college grads earned 17 percent more than beginning teachers; by the end of the decade the earnings advantage had jumped to 30 percent more.

Total spending for public K-12 education in the United States grew from $206 billion to $353 billion in the 1990s. Averaging 5.7 percent per year, growth in total education spending clearly outpaced growth in teacher salaries. After accounting for average annual enrollment increases of 1.1 percent, net total spending growth was 4.6 percent per year, ahead of inflation, which had an average annual growth rate of 2.6 percent. The gap between expenditure growth and teacher salary growth was largest at the end of the decade—during a period of teacher shortages.

Federal revenue increased even faster than total education spending, rising annually at a rate of 7.6 percent. After accounting for the average annual enrollment increase of 1.1 percent, net total spending growth was 6.5 percent per year, ahead of inflation (growing at 2.6 percent annually). Over the decade, the federal share of revenue rose from 5.1 percent of total revenue to 6.1 percent. The steepest growth in federal assistance occurred since 1996-98, up 38 percent, but little of the increase is specifically directed at compensatory education for disadvantaged students who are disproportionately concentrated in big cities. Federal per-pupil aid for compensatory education hardly increased, rising only 8 percent (slightly less than the rate of inflation, which increased 9.3 percent). Over the decade, the growth in need for compensatory education in big cities outstripped new funding. Students eligible for free or reduced-price lunch grew by 25 percent between 1991-92 and 1998-99, completely negating the impact of inflation-adjusted Title I spending increases early in the decade.

The leveling off of federal support for disadvantaged students occurred at precisely the same time as big cities came under increasing pressure to close the student achievement gap between poor, minority youth concentrated in city schools and their more-advantaged peers. Making the task of narrowing the achievement gap even more difficult, the education needs of youth in the nation's 100 largest cities continued to grow between 1991-92 and 1998-99:

- All but two cities showed an increase in the percentage of students receiving special education services, rising from 9.5 percent of students to 12.6 percent of students. See Table II-5.

- Every city, but one, showed an increase in the percentage of students eligible to receive free or reduced-price lunch. See Table II-5.

- The percentage of students eligible to receive free or reduced-price lunch increased from an average of 44.8 percent of students to 56.7 percent of students, a 25 percent increase in just seven years. See Table II-5.

- All of the 100 largest cities showed an increase in the enrollment of minority students, which increased from an average of 56.8 percent to 64.6 percent. See Table II-6.

- Three out of four cities had to cope with enrollment growth. Although less than the national average growth in enrollment (11.3 percent), big cities averaged growth of 5.4 percent. See Table II-6.

# Teacher Salaries, Expenditures and Federal Revenues in School Districts Serving the Nation's Largest Cities, 1990-91 to 2000-01

This report provides basic information for the nation's largest school districts (ranked by city size) regarding teacher salaries, expenditures, and federal outlays for compensatory education (primarily Title I). Although school districts in the 100 largest cities serve only one in five students in the United States, these districts are the focus of efforts to close the achievement gap. Large cities enroll a disproportionate share of low-income and minority students, and this burden has grown at the same time that pressure to improve student achievement has increased. Historically, the federal government has played an important role in promoting programs for disadvantaged youth.

This study is divided into two parts. The first part elaborates on the decade-long national trend in urban teacher salaries (cities with more than 100,000 residents), education spending and federal outlays, particularly compensatory education funding. The second part presents similar data for individual cities (the 100 largest).

## Part I: National Trends

### Teacher Salaries

The salary data in this section come from the Civilian Personnel Management Service, Wage and Salary Division of the U.S. Department of Defense (DOD). Congress requires that teachers in the overseas DOD dependent school system be paid a salary comparable to teachers in U.S. cities of more than 100,000 residents. Based on the 1990 census, the DOD data include 196 cities. DOD collects teacher contracts or wage agreements through October of each school year. These data provide early information on teacher salaries because they are based on wage schedules.[1] Average teacher salary data take much longer to collect.[2]

Many of the following analyses use data for the entry-level salary (BA-minimum), and the highest scheduled salary for a master's degree (MA-maximum). Generally, the MA-maximum salary is reached in continuous annual steps and does not include longevity increments. Longevity steps are non-annual steps added to the top of a salary schedule to reward teachers for years of service. The amount and timing vary in each school district. In the 2000-01 DOD data collection, annual steps ended at an average of the 14th year. For teachers with an MA, longevity steps of $1,120 were given in the 18th, 22nd, 26th and 30th year of teaching service. These longevity steps are not included in the MA-maximum.

[1] For state average teacher salaries through 1999-2000, and historical trends, see Survey and Analysis of Teacher Salary Trends 2000, Washington, D.C.: American Federation of Teachers, www.aft.org/research/salary.

[2] Average salaries are usually calculated after the close of the fiscal year when the final cost of teacher salaries and the final count of teachers can be determined. States and cities calculate averages in different ways.

## Highlights

The following highlights are based on information in Table I-1.

- Propelled by high salary increases in California, the MA-maximum salary for large-city teachers increased 5.2 percent in 2000-01, the largest increase of any year in the past decade.
- Perhaps demonstrating the continuation of a general teacher shortage, and maintaining a three-year trend, the BA-minimum salary in urban districts increased at a faster rate (5.4 percent) in 2000-01 than the MA-maximum salary increased (5.2 percent).
- During the past decade, MA-maximum salaries increased 36.5 percent, an average increase of 3.2 percent per year.
- In each of the past three years, beginning salaries increased at a faster rate than MA-maximum salaries. Over the entire decade, however, minimum and maximum salaries grew at almost exactly the same rate. BA-minimum salaries increased 36.7 percent, an average increase of 3.2 percent per year.
- Helped immensely by the 2000-01 average salary increase, the inflation-adjusted urban teacher salary increased by 5.0 percent over the decade, or roughly $250 per year.
- Urban teacher salaries grew slightly faster than the national average teacher salary from 1990-1991 through 1999-2000. Adjusted for inflation, the average teacher in the U.S. in 1999-2000, earned slightly less than in 1990-91.
- During the 1990s, the earnings growth of all workers in the U.S. economy (including teachers and government workers) averaged 3.7 percent a year, thus outpacing urban teacher salary growth, which grew 3.2 percent per year.

## Beginning Teacher Salaries and Substitute Teacher Pay

In the first half of the 1990s, the supply and demand for new teachers was balanced. Then, a substitute teacher shortage emerged. Stories of rampant out-of-field teaching and of districts issuing emergency teaching credentials soon followed. Now, a broad-based teacher shortage exists. The shortage hit many large cities very hard because they have the most difficulty in competing for scarce teachers.

Several economic and demographic trends coincided to cause the teacher shortage. A strong market for college graduates outside the field of teaching emerged in the late 1990s—in contrast to a depressed market in the first half of the decade. College graduates are now, more than ever,

choosing careers that pay more than teaching. A hot college job market hurts the ability of school districts to find substitute teachers because many recent college graduates do substitute teaching while seeking permanent work. In addition to the tight labor market for new college graduates, a greater percentage of teachers are reaching retirement age than at any point since World War II. In mature, slow-growth cities, teacher retirement has been a particularly irksome problem. Increasing enrollment, the result of what demographers call the "baby boomlet," further complicated the shortage situation in the late 1990s. The impact of increasing enrollment has diminished over the past couple of years, but the demand for new teachers persists because state legislatures and the federal government have funded class-size reduction efforts.

The data in Table I-2 include the average daily substitute pay for cities in the DOD data; representing the first time that statistical data on substitute teacher salaries have been released to the public. Data for individual cities are shown in Table II-3. School districts can easily change substitute teacher pay, so a rapid response to a teacher shortage should be reflected in substitute pay.

## Highlights

The following highlights are based on information in Table I-2.

- In the early 1990s, corporate downsizing contributed to a poor job market for new college graduates. BA-minimum salaries in urban school districts increased at two or three times the rate of the salary offers for new college graduates through 1994-95, even though the average new teacher salaries still lagged behind those of other college graduates.

- During the past six years, salary offers for college graduates have grown faster than the average BA-minimum salary. In 2000-01, new college graduates received average salary offers reaching almost $40,000 compared to an average BA-minimum salary in large cities of $30,700.

- Over the entire decade, the average BA-minimum salary in large cities grew annually at an average of 3.2 percent, compared to 3.9 percent for college graduates.

- No evidence exists to support the idea that the substitute teacher shortage is any worse than the general teacher shortage. Over the decade, substitute teacher pay grew at a slightly slower rate (3.0 percent annually) than beginning teacher salaries (3.2 percent annually).

- Through the first nine years of the decade, the increase in the U.S. beginning teacher salary averaged 3.1 percent, practically equal to the urban average.

## Expenditures and Federal Revenue

Total spending for public K-12 education in the United States grew from $206 billion to $353 billion over the decade (Table I-3). Averaging 5.7 percent per year, growth in total education spending clearly outpaced teacher salary growth of 3.2 percent. After accounting for average

annual enrollment increases of 1.1 percent, net total spending growth was 4.6 percent per year, still well ahead of teacher salary growth and outpacing inflation (growing at 2.6 percent annually). Spending increased more than teacher salaries in each of the 10 years. The gap between expenditure growth and teacher salary growth was largest at the end of the decade during a period of teacher shortage.

Federal revenue increased even faster than total education spending, rising annually at a rate of 7.6 percent since 1990-91. After accounting for the average annual enrollment increase of 1.1 percent, net total spending growth was 6.5 percent per year, well ahead of inflation (growing at 2.6 percent annually). Over the decade, the federal share of revenue rose from 5.1 percent of the total to 6.1 percent. The steepest growth in federal assistance occurred over the past three years, up 38 percent, but little of the increase is specifically directed at compensatory education for disadvantaged students disproportionately concentrated in big cities.

Rising only 8 percent (less than increases needed to stay even with inflation), federal aid for compensatory education (Title I, Reading First and Even Start) hardly increased during the three years ending in 2000-01. Most of the recent increase in federal assistance to school districts went to special education (increasing from $3.4 billion in 1997-98 to $5.5 billion in 2000-01) and a variety of programs grouped into the broad category of school improvement (increasing from $1.9 billion in 1997-98 to $4.3 billion in 2000-01) initiatives including: professional development programs, Safe and Drug-Free Schools, 21st Century Community Learning Centers. Reading Excellence, educational technology, charter schools, class-size reduction, school renovation/construction (in 2001) and other programs. Some of these programs, particularly the class-size reduction program, were targeted at school districts with high concentrations of disadvantaged students.

With a disproportionate share of disadvantaged youth, large cities obviously depend more on federal revenue than the average school district. The available evidence on *trends* in federal support suggests that, on average, large cities fared no better or worse than other school districts through 1997-98. For the 100 largest cities, the federal share of general revenue changed little, rising from an average of 8.5 percent in 1991-92, to 8.6 percent in 1997-98 (Table II-4). For all school districts in the nation, the federal share of spending remained constant at 5.4 percent of total spending over the same six-year period.

*Table I-1*

**TEACHER SALARIES IN LARGE CITIES ADJUSTED FOR INFLATION AND COMPARED TO OTHER WORKERS**

| | 1990-91 | 1991-92 | 1992-93 | 1993-94 | 1994-95 | 1995-96 | 1996-97 | 1997-98 | 1998-99 | 1999-00 | 2000-01 | Change |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Large City Teacher Salaries**[1] | | | | | | | | | | | | |
| BA-Minimum | $22,465 | $23,130 | $23,668 | $24,131 | $24,819 | $25,410 | $26,120 | $26,980 | $27,945 | $29,125 | $30,700 | 36.7% |
| Annual Change | | 3.0% | 2.3% | 2.0% | 2.9% | 2.4% | 2.8% | 3.3% | 3.6% | 4.2% | 5.4% | 3.2% [2] |
| MA-Maximum | $38,060 | $39,025 | $40,175 | $41,172 | $42,320 | $43,230 | $44,545 | $46,065 | $47,625 | $49,395 | $51,955 | 36.5% |
| Annual Change | | 2.5% | 2.9% | 2.5% | 2.8% | 2.2% | 3.0% | 3.4% | 3.4% | 3.7% | 5.2% | 3.2% [2] |
| **U.S. Average Teacher Salary** | | | | | | | | | | | | |
| Average Salary | $32,960 | $33,927 | $35,004 | $35,764 | $36,766 | $37,564 | $38,415 | $39,134 | $40,322 | $41,544 | na | na |
| Annual Change | | 2.9% | 3.2% | 2.2% | 2.8% | 2.2% | 2.3% | 1.9% | 3.0% | 3.0% | na | na |
| **Adjusted for Inflation** | | | | | | | | | | | | |
| Consumer Price Index (CPI) | 137.9 | 141.9 | 145.8 | 149.7 | 153.6 | 158.6 | 161.5 | 164.0 | 168.3 | 174.0 | 179.2 | 29.9% |
| Annual Change | | 2.9% | 2.7% | 2.7% | 2.6% | 3.3% | 1.8% | 1.5% | 2.6% | 3.4% | 3.0% | 2.6% [2] |
| MA-Max for Large Cities | $49,459 | $49,283 | $49,378 | $49,285 | $49,373 | $48,845 | $49,427 | $50,334 | $50,709 | $50,871 | $51,955 | 5.0% |
| U.S. Average Salary | $42,831 | $42,845 | $43,023 | $42,812 | $42,894 | $42,443 | $42,625 | $42,761 | $42,934 | $42,786 | na | na |
| **All Workers in U.S.**[3] | | | | | | | | | | | | |
| Annual Earnings | $27,148 | $28,687 | $29,519 | $30,020 | $30,902 | $31,963 | $33,343 | $35,034 | $36,555 | $38,074 | $39,597 | 45.9% |
| Annual Change | | 5.7% | 2.9% | 1.7% | 2.9% | 3.4% | 4.3% | 5.1% | 4.3% | 4.2% | 4.0% | 3.7% |

Sources: Civilian Personnel Management Service, Wage and Salary Division, "List of School District Minimums, Maximums and Steps," Arlington, Va., May 2001, www.cpms.osd.mil/wage/scheds/educators.htm. American Federation of Teachers, annual survey of state departments of education, www.aft.org/research/salary. U.S. Bureau of Economic Analysis, The National Income and Product Accounts of the United States 1929-82, various issues of Survey of Current Business including March 2001, Table B.7, and unpublished data from the National Income and Product Accounts, www.bea.doc.gov/.

[1] The 196 cities with more than 100,000 in population in 1990.

[2] Average of annual changes; not the compounded average annual change.

[3] All non-military workers in the U.S. regardless of industry, education or professional status including teachers and government workers.

*Table I-2*

**SALARIES FOR BEGINNING TEACHERS AND SALARY OFFERS FOR NEW COLLEGE GRADUATES OUTSIDE THE FIELD OF TEACHING**

| | 1991-92 | 1992-93 | 1993-94 | 1994-95 | 1995-96 | 1996-97 | 1997-98 | 1998-99 | 1999-00 | 2000-01 | Change |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Beginning Teachers in Large Cities**[1] | | | | | | | | | | | |
| BA-Minimum Salary | $23,130 | $23,668 | $24,131 | $24,819 | $25,410 | $26,120 | $26,980 | $27,945 | $29,125 | $30,700 | 32.7% |
| Annual Change | | 2.3% | 2.0% | 2.9% | 2.4% | 2.8% | 3.3% | 3.6% | 4.2% | 5.4% | 3.2%[2] |
| Substitute Teachers (Daily) | $63.50 | $64.50 | $65.50 | $67.00 | $68.50 | $70.50 | $72.50 | $75.50 | $79.00 | $83.00 | 30.7% |
| Annual Change | | 1.6% | 1.6% | 2.3% | 2.2% | 2.9% | 2.8% | 4.1% | 4.6% | 5.1% | 3.0%[2] |
| **Beginning Teachers in U.S.** | | | | | | | | | | | |
| Average Beginning Salary | $21,856 | $22,768 | $23,231 | $23,997 | $24,285 | $25,015 | $25,735 | $26,806 | $27,895 | na | na |
| Annual Change | | 4.2% | 2.0% | 3.3% | 1.2% | 3.0% | 2.9% | 4.2% | 4.1% | na | na |
| **College Graduates Outside of Teaching** | | | | | | | | | | | |
| Average Salary Offer[3] | $28,209 | $28,688 | $28,859 | $29,029 | $30,236 | $31,721 | $32,909 | $35,524 | $37,313 | $39,889 | 41.4% |
| Annual Change | | 1.6% | 0.6% | 0.6% | 4.2% | 4.9% | 3.7% | 7.9% | 5.0% | 6.9% | 3.9%[2] |
| Greater Than Teachers By: | 22% | 21% | 20% | 17% | 19% | 21% | 22% | 27% | 28% | 30% | na |

Sources: AFT calculations from National Association of Colleges and Employers (NACE) Civilian Personnel Management Service, Wage and Salary Division, "List of School District Minimums, Maximums and Steps," Arlington, Va. May 2001, www.cpms.osd.mil/wage/scheds/educators.htm. American Federation of Teachers, annual survey of state departments of education, www.aft.org/research/salary.

[1] The 196 cities with more than 100,000 in population in 1990.

[2] Average of annual changes; not the compounded average annual change.

[3] Offers for year preceding fall of school year.

*Table I-3*

**TEACHER SALARIES, EDUCATION EXPENDITURES AND FEDERAL REVENUE**

| | 1990-91 | 1991-92 | 1992-93 | 1993-94 | 1994-95 | 1995-96 | 1996-97 | 1997-98 | 1998-99 | 1999-00 | 2000-01 | Change |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **MA-Maximum--Large Cities** | $ 38,060 | $ 39,025 | $ 40,175 | $ 41,172 | $ 42,320 | $ 43,230 | $ 44,545 | $ 46,065 | $ 47,625 | $ 49,395 | $ 51,955 | 36.5% |
| Annual Change | | 2.5% | 2.9% | 2.5% | 2.8% | 2.2% | 3.0% | 3.4% | 3.4% | 3.7% | 5.2% | 3.2% [2] |
| **U.S. Expenditures for Public K-12 Education ($Millions)** | $ 206,114 | $ 215,100 | $ 224,279 | $ 234,979 | $ 247,920 | $ 259,481 | $ 273,210 | $ 288,005 | $ 308,491 | $ 331,768 | $ 353,301 | 71.4% |
| Annual Change | | 4.4% | 4.3% | 4.8% | 5.5% | 4.7% | 5.3% | 5.4% | 7.1% | 7.5% | 6.5% | 5.7% [2] |
| **Public K-12 Students** | 42,047 | 42,823 | 43,465 | 44,111 | 44,840 | 45,611 | 46,127 | 46,535 | 46,812 | 47,026 | 47,176 | 12.2% |
| Annual Change | | 1.8% | 1.5% | 1.5% | 1.7% | 1.7% | 1.1% | 0.9% | 0.6% | 0.5% | 0.3% | 1.1% [2] |
| **Federal Revenue ($Millions)** | | | | | | | | | | | | |
| Education for Disadvantaged | $ 5,193 | $ 6,129 | $ 6,582 | $ 6,819 | $ 6,785 | $ 7,006 | $ 7,187 | $ 7,800 | $ 7,534 | $ 8,511 | $ 8,432 | 62.4% |
| Annual Change | | 18.0% | 7.4% | 3.6% | -0.5% | 3.3% | 2.6% | 8.5% | -3.4% | 13.0% | -0.9% | 3.7% [2] |
| Indian Education | $ 59 | $ 63 | $ 91 | $ 70 | $ 69 | $ 75 | $ 51 | $ 50 | $ 56 | $ 64 | $ 82 | 39.0% |
| Impact Aid | 747 | 785 | 468 | 797 | 803 | 945 | 651 | 724 | 1,076 | 875 | 1,121 | 50.1% |
| School Improvement[1] | 1,243 | 1,361 | 1,903 | 1,360 | 1,348 | 1,405 | 1,614 | 1,991 | 2,047 | 3,386 | 4,350 | 250.0% |
| Bilingual and Immigrant | 148 | 160 | 101 | 176 | 189 | 160 | 171 | 204 | 284 | 319 | 370 | 150.0% |
| Special Education | 2,006 | 2,067 | 2,356 | 2,748 | 2,938 | 2,991 | 3,067 | 3,425 | 4,251 | 4,696 | 5,535 | 175.9% |
| Vocational and Adult Ed. | 1,038 | 1,020 | 1,133 | 1,292 | 1,449 | 1,323 | 1,382 | 1,425 | 1,338 | 1,448 | 1,669 | 60.8% |
| Total Federal Revenue | $ 10,434 | $ 11,585 | $ 12,634 | $ 13,262 | $ 13,581 | $ 13,905 | $ 14,123 | $ 15,619 | $ 16,586 | $ 19,299 | $ 21,559 | 106.6% |
| Annual Change | | 11.0% | 9.1% | 5.0% | 2.4% | 2.4% | 1.6% | 10.6% | 6.2% | 16.4% | 11.7% | 7.6% [2] |
| Percent of Current Spending | 5.1% | 5.4% | 5.6% | 5.6% | 5.5% | 5.4% | 5.2% | 5.4% | 5.4% | 5.8% | 6.1% | na |

Sources: Civilian Personnel Management Service, Wage and Salary Division, "List of School District Minimums, Maximums and Steps," Arlington, Va., May 2001, www.cpms.osd.mil/wage/scheds/educators.htm. U.S. Department of Education, *Projection of Education Statistics to 2011,* and earlier editions, http://nces.ed.gov/pubs2000/projections/. Office of Management and Budget, historical tables, Table 12.3, www.whitehouse.gov/omb/budget/fy2002/hist.pdf.

[1] See text for description of programs in the Education for the Disadvantaged and School Improvement programs categories.

[2] Average of annual changes; not the compounded average annual change.

## Part II: City-by-City Trends

This analysis focuses on the school districts serving the nation's 100 largest school districts, a subset of the 196 cities with a population of more than 100,000. About 60 of these big-city districts overlap with the 100 largest school districts in the United States. The very large school districts that do not contain a large city include several large county school districts in Colorado, Florida, Georgia, Kentucky, Louisiana, Maryland, Tennessee, Utah, and Virginia. This study focuses on large cities rather than large school districts for three primary reasons. First, the Department of Defense collects salary data from large school districts only if the district contains a city with more than 100,000 residents. Second, the large school districts without a central city are less likely to have the demographic characteristics of urban centers. Third, the South is overrepresented among the 100 largest school districts.

### Teacher Salaries

Teacher salaries are studied in three different ways. First, the 10-year change between 1990-91 and 2000-01 in the BA-minimum and MA-maximum salary is calculated (Table II-1). Second, a cost-of-living index (COL) is applied to the MA-maximum in 2000-01 (see Table II-2). The MA-maximum salary is ranked in 1990-91 and 2000-01 in order to assess the change in ranking over the decade. The COL-adjusted ranking is also calculated. Finally, the BA-minimum salary is ranked for both 1990-91 and 2000-01 (Table II-3). The daily rate of substitute teacher pay is also displayed in Table II-3.

The cost-of-living index in Table II-2 is based on the "Intercity Cost-of-Living Index" calculated by the American Chamber of Commerce Researchers Association (ACCRA). The items and weighting used by ACCRA reflect the typical expenditures of a family headed by a middle management-level executive, who owns a 2,000 square-foot home. ACCRA personnel price all items at the local level at a specified time and by standard specifications.[3] Among the 100 largest cities, the cost of living ranges from a low of 86.8 in Little Rock, Ark., to a high of 159.2 in San Jose, Calif. (Table II-2). An index value of 100 indicates a cost of living equal to the national average of all cities.[4] The 100 largest cities, however, have a cost-of-living index averaging 107.6.

[3] The index for Honolulu is an approximation based on several indexes included in *Poverty Measurement, Adjusting for Geographic Cost-of-Living Difference*, U.S. General Accounting Office, Washington, D.C., 1995 (GAO/GGD-95-64).

[4] More precisely, the average is based on Standard Metropolitan Statistical Areas (SMSAs) and does not weight the calculation by population. Only one city represents each SMSA.

Almost all of the salary data for specific cities in Tables II-1, II-2 and II-3 match DOD salary data, including Los Angeles.[5] Exceptions include New York City and Baltimore (to adjust for large non-annual salary increases), Chicago (to reflect the value of the pension pick-up), and AFT estimates for three cities in California where DOD made no determination of the MA-maximum salary.

### Highlights

- The average MA-maximum and the average BA-minimum salaries both grew 36 percent over the decade. After accounting for inflation, which rose 30 percent over the 10 year period, urban teacher salaries grew about 0.5 percent per year. See Table II-1.

- Since 1990-91, urban teacher salaries failed to keep pace with inflation in about one in four cities; salary growth beat inflation by about 1 percent per year in one-third of the cities.

- At the maximum salary level for teachers with a master's degree, 12 school districts reported salaries greater than $60,000: Yonkers, N.Y., reported the highest ($81,067); followed by Jersey City, N.J. ($75,150); Newark, N.J. ($66,877); Santa Ana, Calif. ($66,398); and Pittsburgh ($66,380). See Table II-1.

- Four districts reported MA-maximum salaries below $40,000. Wichita, Kan., reported the lowest salary ($37,645); followed by Oklahoma City, Okla. ($39,100); Tulsa, Okla. ($39,450); and Baton Rouge, La. ($39,853). See Table II-1.

- Of the 13 school districts reporting salaries of $35,000 or above for beginning teachers holding a bachelor's degree, eight are in California. Fremont, Calif., reported a BA-minimum salary of $43,884, followed by Yonkers ($40,068), San Francisco ($37,607) and Santa Ana, Calif. ($37,586). See Table II-1.

- Ten districts reported BA-minimum salaries below $26,000. Little Rock, Ark., reported the lowest BA-minimum salary ($23,135). No other district paid less than $24,000, but Jackson, Miss.; Tucson, Ariz.; and Lincoln, Neb., paid less than $25,000 at the BA-minimum level. See Table II-1.

- It costs more to live in the SMSAs that include big cities. The 100 largest cities had an unweighted average cost-of-living index of 107.6 (100 is the average of all SMSAs in the ACCRA survey). See Table II-2.

[5] The BA-beginning salary of $32,569 for Los Angeles in the DOD data set applies to new teachers without regular credentials (95 percent of teachers on the first step with only a BA). The BA-beginning salary for fully credentialed teachers was $37,006. It is not clear exactly how the MA-maximum salary of $45,166 was determined in the DOD data set. A certified teacher with 28 semester hours above a BA and the $500 bonus for completing a master's degree earned $45,513. Pay rose to $47,389 with 42 semester hours, the hours accumulated by most teachers with a master's degree. For all school districts, the DOD data set applies to fall 2000 salaries. In early 2001, BA-beginning salaries in Los Angeles increased by 8 percent and MA-maximum salaries increased by 12 percent. This salary increase will be incorporated into the fall 2001 data.

- Salaries correlate closely with the cost of living. Little Rock, Ark., had the lowest cost of living and it had the lowest BA-beginning teacher salary (Table II-3). At the MA-maximum level, five of the highest paying 12 cities are in California (Table II-2); the six cities with the highest cost of living are located in California.

- Adjusting MA-maximum salaries to the cost-of-living index can make a big difference in the salary rankings. Little Rock, Ark., and Lubbock, Texas, had the biggest shift upward when cost-of-living was calculated. Little Rock moved from a rank of 89 to 48. Lubbock moved from a rank of 69 to 34. Other cities shifted downward. Boston moved from a rank of 13 to 68, and New York City went from 7 to 59. San Francisco plummeted from a rank of 16 to 94. See Table II-2.

### Substitute Teacher Pay

Many recent college graduates substitute teach while seeking permanent work. A hot college job market of the type seen over the past few years hurts the ability of school districts to attract substitute teachers. One response has been to lower standards for substitute teachers—even using college students (*The Arizona Republic*, May 7, 2000), police officers and firefighters (*The Plain Dealer*, Cleveland, Feb. 15, 2000) and parents (*Albuquerque Journal*, Dec. 23, 1999). Another response is to raise pay. Many Cleveland, Ohio, area school districts, for example, increased substitute pay by 50 percent—from about $60 per day to about $90 per day (*The Plain Dealer*, Jan. 24, 2000).

The data in Table II-3 include the average daily substitute pay for cities in the DOD data. This is the first time that comprehensive city-by-city data on substitute teacher salaries have been released to the public (data are not available for 1990-91).

Across all 100 districts, substitute teacher pay averaged about $85 per day. If a substitute teacher worked 180 days a year, total pay comes to only $15,300 for the year. One in four big-city school districts pays substitute teachers at least $100 a day. Long Beach, Calif., pays $146 per day. Los Angeles; Portland, Ore.; Milwaukee; Detroit; and Fremont, Calif., also pay more than $120 per day. New Orleans; Shreveport, La.; Jackson, Miss., and Montgomery, Ala. still pay only $50 per day. The BA-minimum salary is not a good predictor of substitute teacher pay. At the extremes, Seattle's BA-beginning salary is $26,487 with a rank of 83, while it pays substitute teachers $119 per day, ranked number 7. Houston, on the other hand, pays new teachers $33,750 per year and substitute teachers only $68 per day.

### Revenue and Federal Support

Total revenue for the 100 largest cities grew from $5,710 per pupil to $7,284 per pupil between 1991-92 and 1997-98, the most recent year for which city-by-city data are available (Table I-3). Revenue increases beat inflation in 86 cities. Revenue increased by at least 50 percent in Riverside, Calif.; Fort Wayne, Ind.; Nashville, Tenn.; San Jose, Calif.; Montgomery, Ala.; Oakland, Calif.; Mobile, Ala.; and Akron, Ohio. Over the six years, per-pupil spending rose an average of 28 per cent. After accounting for inflation, revenues improved 12 percent—a real spending increase of 2 percent per year. Spending clearly outpaced teacher salary growth of 18.1

percent over the six years—a real spending increase of 0.5 percent after accounting for inflation (calculations from data in Table I-1.)

From 1991-92 to 1997-88, the share of revenue coming from federal sources changed little, rising negligibly from an average of 8.5 percent of revenue to 8.6 percent of revenue (Table II-4). The share of revenue from federal sources declined in seven of the 10 largest cities but was significant only in Los Angeles (from 12.4 percent to 9.2 percent) and Detroit (from 12.5 percent to 10.4 percent). Washington, D.C.; Anchorage; and Wichita, Kan., became more reliant on federal revenue during this period than any of the other large cities.

### Changing Student Demographics in Big Cities

The leveling off of federal support for disadvantaged students (see Table I-3) came at precisely the same time that big cities were put under increasing pressure to close the student achievement gap between poor, minority youth concentrated in city schools and their more-advantaged peers. Making the task of narrowing the achievement gap even more difficult, the educational needs of city youth continued to grow in the nation's 100 largest cities between 1991-92 and 1998-99. The data in Table II-5 for free or reduced-price lunch eligibility and special education are easily available for only those U.S. cities that have school districts among the 100 largest.[6]

### Highlights of Changes between 1991-92 and 1998-99

- All but two cities (Atlanta, Ga., and Mobile, Ala.) showed an increase in the percentage of students receiving special education services, rising from 9.5 percent of students to 12.6 percent of students (Table II-5).
- Every city but one (San Antonio) showed an increase in the percentage of students eligible to receive free or reduced-price lunch (Table II-5).
- The percentage of students eligible to receive free or reduced-price lunch increased from an average of 44.8 percent of students to 56.7 percent of students, a 25 percent increase in just seven years.
- All of the 100 largest cities showed an increase in the enrollment of minority students, which increased from an average of 56.8 percent to 64.6 percent (Table II-6).
- Three out of four cities coped with enrollment growth. Although less than the national average growth in enrollment (9.3 percent), big cities averaged growth of 5.4 percent (Table II-6).

[6] About 60 of these big-city districts overlap with the 100 largest school districts in the United States. The very large school districts that do not contain a large city include several county school districts in Colorado, Florida, Georgia, Kentucky, Louisiana, Maryland, Tennessee, Utah and Virginia.

*Table II-1*

**TEN-YEAR CHANGE IN BA-MINIMUM AND MA-MAXIMUM SALARIES IN 100 LARGEST CITIES**

| | | | BA-Minimum | | | MA-Maximum | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | | 1990-91 | 2000-01 | Change | 1990-91 | 2000-01 | Change | Steps |
| 1 | New York | NY | $26,238 | $31,910 | 22% | $49,353 | $65,865 [1] | 33% | 22 |
| 2 | Los Angeles | CA | 29,529 | 32,569 | 10% | 39,330 | 45,166 | 15% | 10 |
| 3 | Chicago | IL | 26,447 | 33,197 | 26% | 43,392 | 58,279 [2] | 34% | 12 |
| 4 | Houston | TX | 22,000 | 33,750 | 53% | 36,500 | 53,586 | 47% | 28 |
| 5 | Philadelphia | PA | 22,700 | 31,344 | 38% | 43,250 | 55,274 | 28% | 11 |
| 6 | San Diego | CA | 24,556 | 33,904 | 38% | 38,795 | 53,143 | 37% | 12 |
| 7 | Detroit | MI | 24,842 | 33,540 | 35% | 45,082 | 63,059 | 40% | 10 |
| 8 | Dallas | TX | 21,846 | 33,000 | 51% | 37,002 | 55,821 | 51% | 28 |
| 9 | Phoenix | AZ | 21,513 | 26,459 | 23% | 38,992 | 46,560 | 19% | 13 |
| 10 | San Antonio | TX | 20,000 | 32,000 | 60% | 37,017 | 55,723 | 51% | 29 |
| 11 | San Jose | CA | 24,337 | 35,665 | 47% | 42,454 | 52,593 | 24% | 8 |
| 12 | Indianapolis | IN | 20,311 | 27,772 | 37% | 39,356 | 53,806 | 37% | 20 |
| 13 | Baltimore | MD | 22,162 | 31,772 | 43% | 40,339 | 56,117 [3] | 39% | 15 |
| 14 | San Francisco | CA | 26,008 | 37,607 | 45% | 38,039 | 58,187 [4] | 53% | 12 |
| 15 | Jacksonville | FL | 21,050 | 27,510 | 31% | 38,352 | 50,300 | 31% | 23 |
| 16 | Columbus | OH | 21,053 | 32,442 | 54% | 33,306 | 57,767 | 73% | 16 |
| 17 | Milwaukee | WI | 22,012 | 27,948 | 27% | 40,266 | 53,488 | 33% | 17 |
| 18 | Memphis | TN | 21,223 | 32,045 | 51% | 33,819 | 48,797 | 44% | 19 |
| 19 | Washington | DC | 23,305 | 31,889 | 37% | 45,502 | 54,096 | 19% | 13 |
| 20 | Boston | MA | 27,357 | 35,997 | 32% | 41,781 | 59,669 | 43% | 8 |
| 21 | Seattle | WA | 20,001 | 26,487 | 32% | 32,106 | 40,176 | 25% | 12 |
| 22 | El Paso | TX | 20,200 | 28,647 | 42% | 35,370 | 50,696 | 43% | 31 |
| 23 | Nashville | TN | 19,326 | 26,861 | 39% | 33,241 | 46,268 | 39% | 17 |
| 24 | Cleveland | OH | 21,449 | 30,099 | 40% | 41,053 | 57,921 | 41% | 16 |
| 25 | New Orleans | LA | 20,039 | 25,439 | 27% | 32,125 | 41,478 | 29% | 26 |
| 26 | Denver | CO | 18,262 | 30,000 | 64% | 36,714 | 48,589 | 32% | 13 |
| 27 | Austin | TX | 21,035 | 30,270 | 44% | 33,472 | 49,090 | 47% | 25 |
| 28 | Fort Worth | TX | 22,260 | 35,000 | 57% | 35,834 | 54,251 | 51% | 31 |
| 29 | Oklahoma City | OK | 18,500 | 26,400 | 43% | 29,815 | 39,100 | 31% | 23 |
| 30 | Portland | OR | 20,394 | 29,818 | 46% | 34,892 | 51,365 | 47% | 14 |
| 31 | Kansas City | MO | 22,215 | 25,275 | 14% | 37,654 | 43,699 | 16% | 15 |
| 32 | Long Beach | CA | 25,587 | 36,298 | 42% | 43,190 | 61,259 | 42% | 14 |
| 33 | Tucson | AZ | 20,524 | 24,452 | 19% | 39,033 | 46,823 | 20% | 31 |
| 34 | St. Paul | MN | 23,465 | 29,363 | 25% | 42,060 | 55,376 | 32% | 12 |
| 35 | Charlotte | NC | 21,798 | 28,063 | 29% | 41,714 | 55,574 | 33% | 30 |
| 36 | Atlanta | GA | 26,196 | 33,419 | 28% | 39,156 | 53,530 | 37% | 13 |
| 37 | Virginia Beach | VA | 24,030 | 29,750 | 24% | 40,638 | 53,110 | 31% | 19 |
| 38 | Albuquerque | NM | 19,000 | 26,211 | 38% | 31,745 | 41,262 | 30% | 25 |
| 39 | Oakland | CA | 24,682 | 36,416 | 48% | 32,878 | 50,825 | 55% | 15 |
| 40 | Pittsburgh | PA | 26,000 | 34,300 | 32% | 48,000 | 66,380 | 38% | 10 |
| 41 | Sacramento | CA | 25,137 | 33,733 | 34% | 35,591 | 47,761 | 34% | 12 |
| 42 | Minneapolis | MN | 22,192 | 28,942 | 30% | 41,869 | 54,603 | 30% | 11 |
| 43 | Tulsa | OK | 17,600 | 26,000 | 48% | 31,499 | 39,450 | 25% | 19 |
| 44 | Honolulu | HI | 23,792 | 29,204 | 23% | 39,664 | 48,783 | 23% | 14 |
| 45 | Cincinnati | OH | 21,679 | 30,424 | 40% | 39,020 | 54,762 | 40% | 13 |
| 46 | Miami | FL | 26,500 | 32,275 | 22% | 45,400 | 59,275 | 31% | 20 |
| 47 | Fresno | CA | 23,670 | 30,714 | 30% | 35,532 | 43,845 | 23% | 6 |
| 48 | Omaha | NE | 20,228 | 26,701 | 32% | 39,386 | 46,620 | 18% | 24 |
| 49 | Toledo | OH | 20,100 | 29,098 | 45% | 35,800 | 44,156 | 23% | 11 |
| 50 | Buffalo | NY | 20,793 | 29,791 | 43% | 37,256 | 53,376 | 43% | 14 |

*Table II-1 continued*

| | | BA-Minimum | | | MA-Maximum | | | |
|---|---|---|---|---|---|---|---|---|
| | | 1990-91 | 2000-01 | Change | 1990-91 | 2000-01 | Change | Steps |
| 51 Wichita | KS | 21,405 | 26,631 | 24% | 30,122 | 37,645 | 25% | 12 |
| 52 Santa Ana | CA | 25,561 | 37,586 | 47% | 45,150 | 66,398 | 47% | 12 |
| 53 Mesa | AZ | 22,099 | 28,932 | 31% | 35,197 | 44,511 | 26% | 16 |
| 54 Colorado Springs | CO | 20,300 | 25,301 | 25% | 36,518 | 44,606 | 22% | 17 |
| 55 Tampa | FL | 21,403 | 30,001 | 40% | 35,525 | 53,049 | 49% | 33 |
| 56 Newark | NJ | 23,867 | 37,350 | 56% | 46,232 | 66,877 | 45% | 13 |
| 57 St. Petersburg | FL | 22,600 | 28,800 | 27% | 36,900 | 48,650 | 32% | 22 |
| 58 Louisville | KY | 19,023 | 26,443 | 39% | 36,552 | 48,921 | 34% | 18 |
| 59 Anaheim | CA | 24,829 | 37,366 | 50% | 44,384 | 66,336 | 49% | 12 |
| 60 Birmingham | AL | 21,831 | 29,502 | 35% | 30,426 | 42,542 | 40% | 12 |
| 61 Arlington | TX | 21,262 | 33,500 | 58% | 37,627 | 50,985 | 36% | 31 |
| 62 Norfolk | VA | 24,650 | 30,000 | 22% | 38,920 | 49,640 | 28% | 20 |
| 63 Las Vegas | NV | 21,200 | 26,847 | 27% | 34,575 | 43,841 | 27% | 11 |
| 64 Corpus Christi | TX | 20,000 | 29,000 | 45% | 33,167 | 47,300 | 43% | 22 |
| 65 St. Louis | MO | 21,110 | 28,000 | 33% | 36,048 | 49,500 | 37% | 11 |
| 66 Rochester | NY | 28,935 | 33,000 | 14% | 53,160 | 65,364 [4] | 23% | 26 |
| 67 Jersey City | NJ | 25,610 | 35,000 | 37% | 52,530 | 75,150 | 43% | 16 |
| 68 Riverside | CA | 27,116 | 34,362 | 27% | 45,306 | 61,137 | 35% | 14 |
| 69 Anchorage | AK | 27,528 | 32,600 | 18% | 42,615 | 52,334 | 23% | 11 |
| 70 Lexington | KY | 21,811 | 25,680 | 18% | 36,183 | 44,340 | 23% | 27 |
| 71 Akron | OH | 21,200 | 27,605 | 30% | 39,228 | 51,461 | 31% | 13 |
| 72 Aurora | CO | 20,573 | 25,822 | 26% | 38,895 | 48,497 | 25% | 13 |
| 73 Baton Rouge | LA | 19,215 | 25,716 | 34% | 27,206 | 39,853 | 46% | 14 |
| 74 Stockton | CA | 25,575 | 33,792 | 32% | 35,361 | 46,773 | 32% | 12 |
| 75 Raleigh | NC | 21,054 | 27,750 | 32% | 37,818 | 57,204 | 51% | 30 |
| 76 Richmond | VA | 23,921 | 30,600 | 28% | 40,711 | 53,116 | 30% | 15 |
| 77 Shreveport | LA | 19,776 | 27,720 | 40% | 32,482 | 43,097 | 33% | 31 |
| 78 Jackson | MS | 19,494 | 24,909 | 28% | 30,882 | 43,077 | 39% | 27 |
| 79 Mobile | AL | 21,145 | 28,678 | 36% | 28,567 | 41,195 | 44% | 22 |
| 80 Des Moines | IA | 18,950 | 27,864 | 47% | 33,989 | 47,381 | 39% | 17 |
| 81 Lincoln | NE | 19,080 | 24,285 | 27% | 35,564 | 49,331 | 39% | 19 |
| 82 Madison | WI | 21,340 | 27,829 | 30% | 38,079 | 48,225 | 27% | 15 |
| 83 Grand Rapids | MI | 23,128 | 31,975 | 38% | 41,142 | 56,880 | 38% | 11 |
| 84 Yonkers | NY | 23,827 | 40,068 | 68% | 48,209 | 81,067 | 68% | 15 |
| 85 Montgomery | AL | 21,145 | 28,649 | 35% | 29,505 | 40,781 | 38% | 22 |
| 86 Lubbock | TX | 20,000 | 30,000 | 50% | 35,500 | 47,884 | 35% | 45 |
| 87 Greensboro | NC | 21,890 | 27,160 | 24% | 41,370 | 53,830 | 30% | 30 |
| 88 Dayton | OH | 20,915 | 28,362 | 36% | 35,877 | 48,648 | 36% | 15 |
| 89 Garland | TX | 20,500 | 32,200 | 57% | 37,000 | 53,146 | 44% | 41 |
| 90 Glendale | CA | 26,180 | 36,816 | 41% | 39,636 | 55,739 [4] | 41% | 12 |
| 91 Columbus | GA | 22,732 | 30,005 | 32% | 40,337 | 49,081 | 22% | 20 |
| 92 Spokane | WA | 20,001 | 26,487 | 32% | 33,374 | 48,704 | 46% | 16 |
| 93 Tacoma | WA | 17,874 | 26,487 | 48% | 32,641 | 41,698 | 28% | 13 |
| 94 Little Rock | AR | 17,389 | 23,135 | 33% | 31,248 | 42,499 | 36% | 18 |
| 95 Bakersfield | CA | 24,512 | 34,529 | 41% | 34,660 | 48,802 | 41% | 11 |
| 96 Fremont | CA | 24,139 | 43,884 | 82% | 32,615 | 60,669 | 86% | 11 |
| 97 Fort Wayne | IN | 21,233 | 27,890 | 31% | 39,918 | 52,433 | 31% | 18 |
| 98 Newport News | VA | 23,000 | 29,178 | 27% | 41,019 | 54,809 | 34% | 33 |
| 99 Worcester | MA | 21,336 | 28,220 | 32% | 35,621 | 50,633 | 42% | 11 |
| 100 Knoxville | TN | 20,150 | 27,001 | 34% | 30,610 | 40,987 | 34% | 18 |
| Unweighted Average | | $22,286 | $30,323 | 36% | $37,898 | $51,533 | 36% | 18 |
| Consumer Price Index | | 137.9 | 179.2 | 30% | 137.9 | 179.2 | 30% | na |

Sources: Civilian Personnel Management Service, Wage and Salary Division, "List of School District Minimums, Maximums and Steps," Arlington, Va., May 2001, www.cpms.osd.mil/wage/scheds/educators.htm.

[1] Includes non-continuous increments to step 22; [2] Includes 7% pension pick-up; [3] Includes non-continuous increments to step 15; [4] AFT estimate.

*Table II-2*

**MA-MAXIMUM SALARIES ADJUSTED FOR THE COST OF LIVING (RANKED)**

| | | | MA-Maximum | | | | COL-Adjusted | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | 1990-91 | Rank | 2000-01 | Rank | COL Index | MA-Max. 2000-01 | Rank | Steps |
| 1 | New York | NY | $49,353 | 3 | $65,865 | 7 | 139.6 | $47,181 | 59 | 22 |
| 2 | Los Angeles | CA | 39,330 | 36 | 45,166 | 78 | 147.7 | 30,580 | 100 | 10 |
| 3 | Chicago | IL | 43,392 | 13 | 58,279 | 15 | 118.0 | 49,389 | 46 | 12 |
| 4 | Houston | TX | 36,500 | 59 | 53,586 | 35 | 94.3 | 56,825 | 8 | 28 |
| 5 | Philadelphia | PA | 43,250 | 14 | 55,274 | 27 | 120.4 | 45,909 | 64 | 11 |
| 6 | San Diego | CA | 38,795 | 44 | 53,143 | 40 | 120.8 | 43,993 | 75 | 12 |
| 7 | Detroit | MI | 45,082 | 11 | 63,059 | 9 | 108.9 | 57,905 | 7 | 10 |
| 8 | Dallas | TX | 37,002 | 53 | 55,821 | 22 | 99.9 | 55,877 | 13 | 28 |
| 9 | Phoenix | AZ | 38,992 | 41 | 46,560 | 76 | 99.0 | 47,030 | 61 | 13 |
| 10 | San Antonio | TX | 37,017 | 52 | 55,723 | 24 | 90.6 | 61,504 | 3 | 29 |
| 11 | San Jose | CA | 42,454 | 17 | 52,593 | 44 | 159.2 | 33,036 | 99 | 8 |
| 12 | Indianapolis | IN | 39,356 | 35 | 53,806 | 34 | 97.6 | 55,129 | 16 | 20 |
| 13 | Baltimore | MD | 40,339 | 28 | 56,117 | 21 | 96.8 | 57,972 | 6 | 15 |
| 14 | San Francisco | CA | 38,039 | 47 | 58,187 | 16 | 152.5 | 38,155 | 94 | 12 |
| 15 | Jacksonville | FL | 38,352 | 45 | 50,300 | 53 | 97.5 | 51,590 | 33 | 23 |
| 16 | Columbus | OH | 33,306 | 81 | 57,767 | 18 | 92.9 | 62,182 | 1 | 16 |
| 17 | Milwaukee | WI | 40,266 | 30 | 53,488 | 37 | 103.0 | 51,930 | 31 | 17 |
| 18 | Memphis | TN | 33,819 | 78 | 48,797 | 61 | 93.5 | 52,189 | 28 | 19 |
| 19 | Washington | DC | 45,502 | 7 | 54,096 | 32 | 114.7 | 47,163 | 60 | 13 |
| 20 | Boston | MA | 41,781 | 20 | 59,669 | 13 | 132.5 | 45,033 | 68 | 8 |
| 21 | Seattle | WA | 32,106 | 89 | 40,176 | 96 | 113.9 | 35,273 | 97 | 12 |
| 22 | El Paso | TX | 35,370 | 71 | 50,696 | 51 | 92.3 | 54,925 | 18 | 31 |
| 23 | Nashville | TN | 33,241 | 82 | 46,268 | 77 | 93.9 | 49,274 | 47 | 17 |
| 24 | Cleveland | OH | 41,053 | 24 | 57,921 | 17 | 109.8 | 52,751 | 26 | 16 |
| 25 | New Orleans | LA | 32,125 | 88 | 41,478 | 91 | 97.4 | 42,585 | 82 | 26 |
| 26 | Denver | CO | 36,714 | 56 | 48,589 | 66 | 110.0 | 44,172 | 72 | 13 |
| 27 | Austin | TX | 33,472 | 79 | 49,090 | 57 | 105.7 | 46,443 | 63 | 25 |
| 28 | Fort Worth | TX | 35,834 | 63 | 54,251 | 31 | 99.9 | 54,305 | 20 | 31 |
| 29 | Oklahoma City | OK | 29,815 | 97 | 39,100 | 99 | 94.1 | 41,552 | 85 | 23 |
| 30 | Portland | OR | 34,892 | 74 | 51,365 | 48 | 107.0 | 48,005 | 52 | 14 |
| 31 | Kansas City | MO | 37,654 | 49 | 43,699 | 85 | 99.3 | 44,007 | 74 | 15 |
| 32 | Long Beach | CA | 43,190 | 15 | 61,259 | 10 | 147.7 | 41,475 | 87 | 14 |
| 33 | Tucson | AZ | 39,033 | 39 | 46,823 | 73 | 98.8 | 47,392 | 58 | 31 |
| 34 | St. Louis | MO | 36,048 | 61 | 49,500 | 55 | 97.2 | 50,926 | 36 | 11 |
| 35 | Charlotte | NC | 41,714 | 21 | 55,574 | 25 | 98.5 | 56,420 | 11 | 30 |
| 36 | Atlanta | GA | 39,156 | 38 | 53,530 | 36 | 102.0 | 52,480 | 27 | 13 |
| 37 | Virginia Beach | VA | 40,638 | 27 | 53,110 | 42 | 98.8 | 53,755 | 23 | 19 |
| 38 | Albuquerque | NM | 31,745 | 90 | 41,262 | 92 | 99.9 | 41,303 | 88 | 25 |
| 39 | Oakland | CA | 32,878 | 84 | 50,825 | 50 | 152.5 | 33,328 | 98 | 15 |
| 40 | Pittsburgh | PA | 48,000 | 5 | 66,380 | 5 | 107.7 | 61,634 | 2 | 10 |
| 41 | Sacramento | CA | 35,591 | 66 | 47,761 | 70 | 113.1 | 42,229 | 83 | 12 |
| 42 | Minneapolis | MN | 41,869 | 19 | 54,603 | 30 | 109.5 | 49,866 | 43 | 11 |
| 43 | Tulsa | OK | 31,499 | 91 | 39,450 | 98 | 91.5 | 43,115 | 80 | 19 |
| 44 | Honolulu | HI | 39,664 | 32 | 48,783 | 62 | 133.0 | 36,679 | 96 | 14 |
| 45 | Cincinnati | OH | 39,020 | 40 | 54,762 | 29 | 98.3 | 55,709 | 14 | 13 |
| 46 | Miami | FL | 45,400 | 8 | 59,275 | 14 | 104.5 | 56,722 | 9 | 20 |
| 47 | Fresno | CA | 35,532 | 68 | 43,845 | 83 | 107.1 | 40,938 | 89 | 6 |
| 48 | Omaha | NE | 39,386 | 34 | 46,620 | 75 | 93.8 | 49,701 | 44 | 24 |
| 49 | Toledo | OH | 35,800 | 64 | 44,156 | 82 | 101.5 | 43,503 | 78 | 11 |
| 50 | Buffalo | NY | 37,256 | 51 | 53,376 | 38 | 100.2 | 53,269 | 24 | 14 |

*Table II-2 continued*

| | | | MA-Maximum | | | | COL-Adjusted | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | 1990-91 | Rank | 2000-01 | Rank | COL Index | MA-Max. 2000-01 | Rank | Steps |
| 51 | Wichita | KS | 30,122 | 96 | 37,645 | 100 | 95.9 | 39,254 | 93 | 12 |
| 52 | Santa Ana | CA | 45,150 | 10 | 66,398 | 4 | 127.6 | 52,036 | 29 | 12 |
| 53 | Mesa | AZ | 35,197 | 73 | 44,511 | 80 | 99.0 | 44,961 | 69 | 16 |
| 54 | Colorado Springs | CO | 36,518 | 58 | 44,606 | 79 | 97.3 | 45,844 | 65 | 17 |
| 55 | Tampa | FL | 35,525 | 69 | 53,049 | 43 | 102.6 | 51,705 | 32 | 33 |
| 56 | Newark | NJ | 46,232 | 6 | 66,877 | 3 | 139.0 | 48,113 | 49 | 13 |
| 57 | St. Paul | MN | 42,060 | 18 | 55,376 | 26 | 109.5 | 50,572 | 38 | 12 |
| 58 | Louisville | KY | 36,552 | 57 | 48,921 | 59 | 97.3 | 50,279 | 41 | 18 |
| 59 | Anaheim | CA | 44,384 | 12 | 66,336 | 6 | 127.6 | 51,987 | 30 | 12 |
| 60 | Birmingham | AL | 30,426 | 95 | 42,542 | 88 | 95.0 | 44,781 | 70 | 12 |
| 61 | Arlington | TX | 37,627 | 50 | 50,985 | 49 | 99.9 | 51,036 | 35 | 31 |
| 62 | Norfolk | VA | 38,920 | 42 | 49,640 | 54 | 98.8 | 50,243 | 42 | 20 |
| 63 | Las Vegas | NV | 34,575 | 76 | 43,841 | 84 | 105.6 | 41,516 | 86 | 11 |
| 64 | Corpus Christi | TX | 33,167 | 83 | 47,300 | 72 | 93.6 | 50,534 | 39 | 22 |
| 65 | St. Petersburg | FL | 36,900 | 55 | 48,650 | 64 | 102.6 | 47,417 | 57 | 22 |
| 66 | Rochester | NY | 53,160 | 1 | 65,364 | 8 | 110.4 | 59,206 | 4 | 26 |
| 67 | Jersey City | NJ | 52,530 | 2 | 75,150 | 2 | 139.0 | 54,065 | 22 | 16 |
| 68 | Riverside | CA | 45,306 | 9 | 61,137 | 11 | 108.1 | 56,556 | 10 | 14 |
| 69 | Anchorage | AK | 42,615 | 16 | 52,334 | 46 | 122.3 | 42,791 | 81 | 11 |
| 70 | Lexington | KY | 36,183 | 60 | 44,340 | 81 | 97.5 | 45,477 | 66 | 27 |
| 71 | Akron | OH | 39,228 | 37 | 51,461 | 47 | 101.2 | 50,851 | 37 | 13 |
| 72 | Aurora | CO | 38,895 | 43 | 48,497 | 67 | 110.0 | 44,088 | 73 | 13 |
| 73 | Baton Rouge | LA | 27,206 | 100 | 39,853 | 97 | 104.8 | 38,028 | 95 | 14 |
| 74 | Stockton | CA | 35,361 | 72 | 46,773 | 74 | 103.8 | 45,061 | 67 | 12 |
| 75 | Raleigh | NC | 37,818 | 48 | 57,204 | 19 | 105.5 | 54,222 | 21 | 30 |
| 76 | Richmond | VA | 40,711 | 26 | 53,116 | 41 | 105.2 | 50,490 | 40 | 15 |
| 77 | Shreveport | LA | 32,482 | 87 | 43,097 | 86 | 92.0 | 46,845 | 62 | 31 |
| 78 | Jackson | MS | 30,882 | 93 | 43,077 | 87 | 96.7 | 44,547 | 71 | 27 |
| 79 | Mobile | AL | 28,567 | 99 | 41,195 | 93 | 94.8 | 43,455 | 79 | 22 |
| 80 | Des Moines | IA | 33,989 | 77 | 47,381 | 71 | 98.7 | 48,005 | 51 | 17 |
| 81 | Lincoln | NE | 35,564 | 67 | 49,331 | 56 | 99.7 | 49,479 | 45 | 19 |
| 82 | Madison | WI | 38,079 | 46 | 48,225 | 68 | 101.1 | 47,700 | 53 | 15 |
| 83 | Grand Rapids | MI | 41,142 | 23 | 56,880 | 20 | 104.7 | 54,327 | 19 | 11 |
| 84 | Yonkers | NY | 48,209 | 4 | 81,067 | 1 | 139.6 | 58,071 | 5 | 15 |
| 85 | Montgomery | AL | 29,505 | 98 | 40,781 | 95 | 97.7 | 41,741 | 84 | 22 |
| 86 | Lubbock | TX | 35,500 | 70 | 47,884 | 69 | 93.1 | 51,433 | 34 | 45 |
| 87 | Greensboro | NC | 41,370 | 22 | 53,830 | 33 | 97.9 | 54,985 | 17 | 30 |
| 88 | Dayton | OH | 35,877 | 62 | 48,648 | 65 | 101.2 | 48,071 | 50 | 15 |
| 89 | Garland | TX | 37,000 | 54 | 53,146 | 39 | 99.9 | 53,199 | 25 | 41 |
| 90 | Glendale | CA | 39,636 | 33 | 55,739 | 23 | 127.6 | 43,682 | 76 | 12 |
| 91 | Columbus | GA | 40,337 | 29 | 49,081 | 58 | 103.0 | 47,651 | 54 | 20 |
| 92 | Spokane | WA | 33,374 | 80 | 48,704 | 63 | 102.7 | 47,424 | 56 | 16 |
| 93 | Tacoma | WA | 32,641 | 85 | 41,698 | 90 | 103.3 | 40,366 | 91 | 13 |
| 94 | Little Rock | AR | 31,248 | 92 | 42,499 | 89 | 86.8 | 48,962 | 48 | 18 |
| 95 | Bakersfield | CA | 34,660 | 75 | 48,802 | 60 | 102.8 | 47,473 | 55 | 11 |
| 96 | Fremont | CA | 32,615 | 86 | 60,669 | 12 | 152.5 | 39,783 | 92 | 11 |
| 97 | Fort Wayne | IN | 39,918 | 31 | 52,433 | 45 | 93.6 | 56,018 | 12 | 18 |
| 98 | Newport News | VA | 41,019 | 25 | 54,809 | 28 | 98.8 | 55,475 | 15 | 33 |
| 99 | Worcester | MA | 35,621 | 65 | 50,633 | 52 | 124.2 | 40,767 | 90 | 11 |
| 100 | Knoxville | TN | 30,610 | 94 | 40,987 | 94 | 93.9 | 43,650 | 77 | 18 |
| Unweighted Average | | | $37,898 | | $51,533 | | 107.6 | $48,285 | | 18 |

Sources: American Chamber of Commerce Researchers Association, "Intercity Cost of Living Index," ACCRA: Louisville, Ky. Estimates for missing data are based on data from past years, or geographic proximity to cities listed in the ACCRA index. The index for New York City is based on Long Island. Salary data from Civilian Personnel Management Service, Wage and Salary Division, "List of School District Minimums, Maximums and Steps," Arlington, Va., May 2001, www.cpms.osd.mil/wage/scheds/educators.htm.



21 BEST COPY AVAILABLE

*Table II-3*

**BA-BEGINNING SALARIES AND SUBSTITUTE TEACHER PAY (RANKED)**

| | | | BA-Minimum | | BA-Minimum | | Substitute Teacher (Daily Rate) | |
|---|---|---|---|---|---|---|---|---|
| | | | 1990-91 | Rank | 2000-01 | Rank | 2000-01 | Rank |
| 1 | New York | NY | $26,238 | 8 | $31,910 | 35 | $110.29 | 13 |
| 2 | Los Angeles | CA | 29,529 | 1 | 32,569 | 28 | 139.00 | 2 |
| 3 | Chicago | IL | 26,447 | 7 | 33,197 | 24 | 99.58 | 26 |
| 4 | Houston | TX | 22,000 | 45 | 33,750 | 19 | 68.00 | 79 |
| 5 | Philadelphia | PA | 22,700 | 37 | 31,344 | 38 | 75.00 | 63 |
| 6 | San Diego | CA | 24,556 | 22 | 33,904 | 17 | 113.97 | 9 |
| 7 | Detroit | MI | 24,842 | 18 | 33,540 | 21 | 122.18 | 5 |
| 8 | Dallas | TX | 21,846 | 47 | 33,000 | 26 | 90.00 | 39 |
| 9 | Phoenix | AZ | 21,513 | 52 | 26,459 | 86 | 65.00 | 85 |
| 10 | San Antonio | TX | 20,000 | 85 | 32,000 | 33 | 85.00 | 43 |
| 11 | San Jose | CA | 24,337 | 24 | 35,665 | 11 | 100.00 | 21 |
| 12 | Indianapolis | IN | 20,311 | 76 | 27,772 | 72 | 85.00 | 47 |
| 13 | Baltimore | MD | 22,162 | 42 | 31,772 | 37 | 70.00 | 73 |
| 14 | San Francisco | CA | 26,008 | 11 | 37,607 | 3 | 115.00 | 8 |
| 15 | Jacksonville | FL | 21,050 | 68 | 27,510 | 76 | 68.17 | 78 |
| 16 | Columbus | OH | 21,053 | 67 | 32,442 | 29 | 85.00 | 42 |
| 17 | Milwaukee | WI | 22,012 | 44 | 27,948 | 68 | 124.14 | 4 |
| 18 | Memphis | TN | 21,223 | 60 | 32,045 | 32 | 75.00 | 62 |
| 19 | Washington | DC | 23,305 | 33 | 31,889 | 36 | 70.00 | 72 |
| 20 | Boston | MA | 27,357 | 4 | 35,997 | 10 | 93.97 | 34 |
| 21 | Seattle | WA | 20,001 | 83 | 26,487 | 83 | 119.00 | 7 |
| 22 | El Paso | TX | 20,200 | 79 | 28,647 | 63 | 60.50 | 88 |
| 23 | Nashville | TN | 19,326 | 90 | 26,861 | 79 | 62.03 | 87 |
| 24 | Cleveland | OH | 21,449 | 53 | 30,099 | 43 | 99.65 | 25 |
| 25 | New Orleans | LA | 20,039 | 82 | 25,439 | 94 | 50.00 | 99 |
| 26 | Denver | CO | 18,262 | 97 | 30,000 | 48 | 111.12 | 11 |
| 27 | Austin | TX | 21,035 | 69 | 30,270 | 42 | 70.00 | 74 |
| 28 | Fort Worth | TX | 22,260 | 39 | 35,000 | 13 | 75.00 | 61 |
| 29 | Oklahoma City | OK | 18,500 | 96 | 26,400 | 88 | 80.00 | 54 |
| 30 | Portland | OR | 20,394 | 75 | 29,818 | 49 | 131.28 | 3 |
| 31 | Kansas City | MO | 22,215 | 40 | 25,275 | 96 | 80.00 | 56 |
| 32 | Long Beach | CA | 25,587 | 14 | 36,298 | 9 | 146.16 | 1 |
| 33 | Tucson | AZ | 20,524 | 73 | 24,452 | 98 | 75.00 | 65 |
| 34 | St. Louis | MO | 21,110 | 65 | 28,000 | 67 | 85.00 | 46 |
| 35 | Charlotte | NC | 21,798 | 50 | 28,063 | 66 | 74.00 | 67 |
| 36 | Atlanta | GA | 26,196 | 9 | 33,419 | 23 | 79.00 | 57 |
| 37 | Virginia Beach | VA | 24,030 | 26 | 29,750 | 51 | 65.00 | 83 |
| 38 | Albuquerque | NM | 19,000 | 94 | 26,211 | 89 | 65.00 | 86 |
| 39 | Oakland | CA | 24,682 | 20 | 36,416 | 8 | 107.82 | 17 |
| 40 | Pittsburgh | PA | 26,000 | 12 | 34,300 | 16 | 85.00 | 41 |
| 41 | Sacramento | CA | 25,137 | 17 | 33,733 | 20 | 84.89 | 48 |
| 42 | Minneapolis | MN | 22,192 | 41 | 28,942 | 58 | 110.00 | 14 |
| 43 | Tulsa | OK | 17,600 | 99 | 26,000 | 90 | 70.00 | 75 |
| 44 | Honolulu | HI | 23,792 | 30 | 29,204 | 54 | 113.20 | 10 |
| 45 | Cincinnati | OH | 21,679 | 51 | 30,424 | 41 | 92.54 | 36 |
| 46 | Miami | FL | 26,500 | 6 | 32,275 | 30 | 80.00 | 51 |
| 47 | Fresno | CA | 23,670 | 31 | 30,714 | 39 | 93.18 | 35 |
| 48 | Omaha | NE | 20,228 | 78 | 26,701 | 81 | 110.00 | 15 |
| 49 | Toledo | OH | 20,100 | 81 | 29,098 | 56 | 84.47 | 49 |
| 50 | Buffalo | NY | 20,793 | 71 | 29,791 | 50 | 85.00 | 45 |

*Table II-3 continued*

| | | | BA-Minimum | | BA-Minimum | | Substitute Teacher (Daily Rate) | |
|---|---|---|---|---|---|---|---|---|
| | | | 1990-91 | Rank | 2000-01 | Rank | 2000-01 | Rank |
| 51 | Wichita | KS | 21,405 | 54 | 26,631 | 82 | 78.00 | 58 |
| 52 | Santa Ana | CA | 25,561 | 16 | 37,586 | 4 | 105.00 | 18 |
| 53 | Mesa | AZ | 22,099 | 43 | 28,932 | 59 | 80.00 | 52 |
| 54 | Colorado Springs | CO | 20,300 | 77 | 25,301 | 95 | 70.00 | 77 |
| 55 | Tampa | FL | 21,403 | 55 | 30,001 | 45 | 67.69 | 80 |
| 56 | Newark | NJ | 23,867 | 28 | 37,350 | 6 | 95.00 | 31 |
| 57 | St. Paul | MN | 23,465 | 32 | 29,363 | 53 | 105.00 | 19 |
| 58 | Louisville | KY | 19,023 | 93 | 26,443 | 87 | 74.86 | 66 |
| 59 | Anaheim | CA | 24,829 | 19 | 37,366 | 5 | 95.00 | 30 |
| 60 | Birmingham | AL | 21,831 | 48 | 29,502 | 52 | 58.00 | 94 |
| 61 | Arlington | TX | 21,262 | 58 | 33,500 | 22 | 70.00 | 70 |
| 62 | Norfolk | VA | 24,650 | 21 | 30,000 | 46 | 65.00 | 81 |
| 63 | Las Vegas | NV | 21,200 | 61 | 26,847 | 80 | 80.00 | 53 |
| 64 | Corpus Christi | TX | 20,000 | 86 | 29,000 | 57 | 60.00 | 90 |
| 65 | St. Petersburg | FL | 22,600 | 38 | 28,800 | 60 | 65.00 | 84 |
| 66 | Rochester | NY | 28,935 | 2 | 33,000 | 25 | 77.00 | 59 |
| 67 | Jersey City | NJ | 25,610 | 13 | 35,000 | 12 | 90.00 | 37 |
| 68 | Riverside | CA | 27,116 | 5 | 34,362 | 15 | 90.00 | 38 |
| 69 | Anchorage | AK | 27,528 | 3 | 32,600 | 27 | 100.00 | 22 |
| 70 | Lexington | KY | 21,811 | 49 | 25,680 | 93 | 70.00 | 76 |
| 71 | Akron | OH | 21,200 | 62 | 27,605 | 75 | 83.54 | 50 |
| 72 | Aurora | CO | 20,573 | 72 | 25,822 | 91 | 80.00 | 55 |
| 73 | Baton Rouge | LA | 19,215 | 91 | 25,716 | 92 | 60.00 | 93 |
| 74 | Stockton | CA | 25,575 | 15 | 33,792 | 18 | 111.00 | 12 |
| 75 | Raleigh | NC | 21,054 | 66 | 27,750 | 73 | 76.00 | 60 |
| 76 | Richmond | VA | 23,921 | 27 | 30,600 | 40 | 72.00 | 69 |
| 77 | Shreveport | LA | 19,776 | 88 | 27,720 | 74 | 50.00 | 98 |
| 78 | Jackson | MS | 19,494 | 89 | 24,909 | 97 | 50.00 | 100 |
| 79 | Mobile | AL | 21,145 | 63 | 28,678 | 61 | 60.00 | 91 |
| 80 | Des Moines | IA | 18,950 | 95 | 27,864 | 70 | 100.00 | 23 |
| 81 | Lincoln | NE | 19,080 | 92 | 24,285 | 99 | 100.00 | 24 |
| 82 | Madison | WI | 21,340 | 56 | 27,829 | 71 | 102.60 | 20 |
| 83 | Grand Rapids | MI | 23,128 | 34 | 31,975 | 34 | 85.00 | 44 |
| 84 | Yonkers | NY | 23,827 | 29 | 40,068 | 2 | 98.00 | 27 |
| 85 | Montgomery | AL | 21,145 | 64 | 28,649 | 62 | 50.00 | 97 |
| 86 | Lubbock | TX | 20,000 | 87 | 30,000 | 47 | 65.00 | 82 |
| 87 | Greensboro | NC | 21,890 | 46 | 27,160 | 77 | 74.00 | 68 |
| 88 | Dayton | OH | 20,915 | 70 | 28,362 | 64 | 90.00 | 40 |
| 89 | Garland | TX | 20,500 | 74 | 32,200 | 31 | 70.00 | 71 |
| 90 | Glendale | CA | 26,180 | 10 | 36,816 | 7 | 95.00 | 32 |
| 91 | Columbus | GA | 22,732 | 36 | 30,005 | 44 | 75.00 | 64 |
| 92 | Spokane | WA | 20,001 | 84 | 26,487 | 84 | 108.53 | 16 |
| 93 | Tacoma | WA | 17,874 | 98 | 26,487 | 85 | 95.00 | 33 |
| 94 | Little Rock | AR | 17,389 | 100 | 23,135 | 100 | 53.00 | 96 |
| 95 | Bakersfield | CA | 24,512 | 23 | 34,529 | 14 | 96.00 | 28 |
| 96 | Fremont | CA | 24,139 | 25 | 43,884 | 1 | 120.57 | 6 |
| 97 | Fort Wayne | IN | 21,233 | 59 | 27,890 | 69 | 95.45 | 29 |
| 98 | Newport News | VA | 23,000 | 35 | 29,178 | 55 | 60.00 | 89 |
| 99 | Worcester | MA | 21,336 | 57 | 28,220 | 65 | 60.00 | 92 |
| 100 | Knoxville | TN | 20,150 | 80 | 27,001 | 78 | 53.00 | 95 |
| Unweighted Average | | | $22,286 | | $30,323 | | $84.82 | |

Sources: Civilian Personnel Management Service, Wage and Salary Division, "List of School District Minimums, Maximums and Steps," Arlington, Va., May 2001, www.cpms.osd.mil/wage/scheds/educators.htm.

*Table II-4*

**GENERAL REVENUE PER PUPIL AND FEDERAL SUPPORT, 1991-92 AND 1997-98**

| | | | General Revenue Per Pupil | | | Change Adjusted | Federal Share of Revenue | | |
|---|---|---|---|---|---|---|---|---|---|
| | | | 1991-92 | 1997-98 | Change | for Inflation | 1991-92 | 1997-98 | Change |
| 1 | New York | NY | $7,186 | $8,542 | 19% | 3% | 10.4% | 9.5% | -0.9% |
| 2 | Los Angeles | CA | 5,743 | 7,236 | 26% | 10% | 12.4% | 9.2% | -3.2% |
| 3 | Chicago | IL | 5,723 | 7,202 | 26% | 10% | 13.6% | 13.4% | -0.3% |
| 4 | Houston | TX | 4,249 | 5,674 | 34% | 18% | 9.7% | 10.3% | 0.6% |
| 5 | Philadelphia | PA | 6,883 | 7,301 | 6% | -9% | 12.1% | 11.7% | -0.3% |
| 6 | San Diego | CA | 5,266 | 7,210 | 37% | 21% | 8.6% | 7.9% | -0.6% |
| 7 | Detroit | MI | 5,897 | 8,128 | 38% | 22% | 12.5% | 10.4% | -2.1% |
| 8 | Dallas | TX | 4,691 | 5,964 | 27% | 12% | 9.7% | 10.2% | 0.5% |
| 9 | Phoenix | AZ | 8,154 | 8,449 | 4% | -12% | 7.2% | 6.6% | -0.7% |
| 10 | San Antonio | TX | 5,143 | 7,042 | 37% | 21% | 12.8% | 12.9% | 0.1% |
| 11 | San Jose | CA | 5,298 | 8,016 | 51% | 36% | 7.6% | 5.3% | -2.3% |
| 12 | Indianapolis | IN | 6,414 | 9,129 | 42% | 27% | 8.3% | 8.5% | 0.2% |
| 13 | Baltimore | MD | 6,394 | 7,663 | 20% | 4% | 13.5% | 12.0% | -1.5% |
| 14 | San Francisco | CA | 5,271 | 7,429 | 41% | 25% | 8.5% | 6.6% | -1.8% |
| 15 | Jacksonville | FL | 5,311 | 6,010 | 13% | -2% | 7.6% | 7.5% | -0.1% |
| 16 | Columbus | OH | 6,395 | 8,233 | 29% | 13% | 8.0% | 9.2% | 1.3% |
| 17 | Milwaukee | WI | 6,722 | 8,619 | 28% | 13% | 8.9% | 11.3% | 2.4% |
| 18 | Memphis | TN | 4,460 | 5,951 | 33% | 18% | 12.9% | 10.6% | -2.4% |
| 19 | Washington | DC | 8,801 | 9,168 | 4% | -11% | 9.1% | 16.5% | 7.3% |
| 20 | Boston | MA | 7,699 | 10,774 | 40% | 24% | 9.5% | 6.2% | -3.3% |
| 21 | Seattle | WA | 6,769 | 8,422 | 24% | 9% | 7.3% | 7.7% | 0.4% |
| 22 | El Paso | TX | 4,609 | 5,804 | 26% | 10% | 11.6% | 10.3% | -1.3% |
| 23 | Nashville | TN | 4,245 | 6,459 | 52% | 37% | 8.2% | 8.6% | 0.3% |
| 24 | Cleveland | OH | 6,566 | 8,599 | 31% | 15% | 11.6% | 9.8% | -1.7% |
| 25 | New Orleans | LA | 5,058 | 5,624 | 11% | -4% | 14.4% | 14.5% | 0.1% |
| 26 | Denver | CO | 6,377 | 6,626 | 4% | -12% | 7.7% | 8.7% | 1.0% |
| 27 | Austin | TX | 5,029 | 6,252 | 24% | 9% | 6.0% | 6.9% | 0.9% |
| 28 | Fort Worth | TX | 4,668 | 5,907 | 27% | 11% | 8.4% | 10.0% | 1.6% |
| 29 | Oklahoma City | OK | 3,896 | 5,544 | 42% | 27% | 7.2% | 11.1% | 3.9% |
| 30 | Portland | OR | 6,767 | 7,970 | 18% | 2% | 6.3% | 7.3% | 1.0% |
| 31 | Kansas City | MO | 11,937 | 11,153 | -7% | -22% | 4.8% | 7.5% | 2.7% |
| 32 | Long Beach | CA | 4,896 | 6,409 | 31% | 15% | 11.5% | 11.8% | 0.3% |
| 33 | Tucson | AZ | 4,387 | 5,736 | 31% | 15% | 8.3% | 10.4% | 2.1% |
| 34 | St. Louis | MO | 8,123 | 8,891 | 9% | -6% | 10.9% | 11.5% | 0.6% |
| 35 | Charlotte | NC | 4,825 | 6,529 | 35% | 20% | 5.8% | 5.5% | -0.3% |
| 36 | Atlanta | GA | 6,803 | 9,751 | 43% | 28% | 9.5% | 7.7% | -1.8% |
| 37 | Virginia Beach | VA | 4,470 | 6,200 | 39% | 23% | 6.5% | 6.0% | -0.6% |
| 38 | Albuquerque | NM | 4,120 | 5,583 | 35% | 20% | 7.3% | 7.4% | 0.1% |
| 39 | Oakland | CA | 5,166 | 7,790 | 51% | 35% | 11.2% | 8.5% | -2.7% |
| 40 | Pittsburgh | PA | 9,002 | 10,647 | 18% | 3% | 7.1% | 8.6% | 1.5% |
| 41 | Sacramento | CA | 4,755 | 6,472 | 36% | 21% | 11.2% | 10.4% | -0.8% |
| 42 | Minneapolis | MN | 7,755 | 10,642 | 37% | 22% | 6.4% | 6.5% | 0.1% |
| 43 | Tulsa | OK | 3,917 | 5,582 | 42% | 27% | 8.8% | 9.5% | 0.7% |
| 44 | Honolulu | HI | 5,704 | 6,736 | 18% | 3% | 7.2% | 8.4% | 1.2% |
| 45 | Cincinnati | OH | 5,901 | 8,297 | 41% | 25% | 8.8% | 10.0% | 1.2% |
| 46 | Miami | FL | 5,415 | 7,391 | 36% | 21% | 7.9% | 7.9% | 0.0% |
| 47 | Fresno | CA | 4,713 | 6,262 | 33% | 17% | 12.8% | 12.2% | -0.6% |
| 48 | Omaha | NE | 5,750 | 6,510 | 13% | -2% | 7.7% | 9.4% | 1.7% |
| 49 | Toledo | OH | 5,868 | 7,383 | 26% | 10% | 7.8% | 10.8% | 3.1% |
| 50 | Buffalo | NY | 7,695 | 9,957 | 29% | 14% | 9.3% | 12.4% | 3.1% |

*Table II-4 continued*

| | | | General Revenue Per Pupil | | | Change Adjusted | Federal Share of Revenue | | |
|---|---|---|---|---|---|---|---|---|---|
| | | | 1991-92 | 1997-98 | Change | for Inflation | 1991-92 | 1997-98 | Change |
| 51 | Wichita | KS | 5,280 | 6,510 | 23% | 8% | 5.5% | 10.8% | 5.3% |
| 52 | Santa Ana | CA | 4,484 | 6,589 | 47% | 31% | 8.2% | 8.2% | -0.1% |
| 53 | Mesa | AZ | 4,635 | 5,547 | 20% | 4% | 4.2% | 6.0% | 1.7% |
| 54 | Colorado Springs | CO | 4,454 | 5,737 | 29% | 13% | 5.1% | 4.8% | -0.3% |
| 55 | Tampa | FL | 5,891 | 6,914 | 17% | 2% | 8.9% | 9.1% | 0.3% |
| 56 | Newark | NJ | 10,880 | 12,686 | 17% | 1% | 9.9% | 7.5% | -2.4% |
| 57 | St. Paul | MN | 7,736 | 8,951 | 16% | 0% | 6.9% | 6.8% | -0.1% |
| 58 | Louisville | KY | 4,867 | 6,646 | 37% | 21% | 10.9% | 9.5% | -1.4% |
| 59 | Anaheim | CA | 3,818 | 5,449 | 43% | 27% | 7.1% | 5.0% | -2.1% |
| 60 | Birmingham | AL | 3,898 | 5,489 | 41% | 25% | 13.6% | 11.5% | -2.1% |
| 61 | Arlington | TX | 4,346 | 5,290 | 22% | 6% | 4.4% | 4.5% | 0.1% |
| 62 | Norfolk | VA | 5,802 | 6,452 | 11% | -4% | 11.2% | 11.3% | 0.1% |
| 63 | Las Vegas | NV | 5,069 | 6,411 | 26% | 11% | 4.2% | 4.4% | 0.3% |
| 64 | Corpus Christi | TX | 4,573 | 6,023 | 32% | 16% | 8.5% | 9.1% | 0.7% |
| 65 | St. Petersburg | FL | 6,050 | 6,716 | 11% | -5% | 5.7% | 6.0% | 0.4% |
| 66 | Rochester | NY | 9,345 | 10,585 | 13% | -2% | 8.8% | 10.1% | 1.4% |
| 67 | Jersey City | NJ | 9,704 | 11,612 | 20% | 4% | 9.7% | 6.5% | -3.2% |
| 68 | Riverside | CA | 4,271 | 7,733 | 81% | 65% | 6.4% | 5.1% | -1.3% |
| 69 | Anchorage | AK | 6,847 | 7,379 | 8% | -8% | 4.1% | 8.7% | 4.6% |
| 70 | Lexington | KY | 4,541 | 6,592 | 45% | 30% | 6.4% | 5.3% | -1.1% |
| 71 | Akron | OH | 4,915 | 7,354 | 50% | 34% | 8.4% | 10.6% | 2.2% |
| 72 | Aurora | CO | 5,177 | 6,555 | 27% | 11% | 9.8% | 5.2% | -4.6% |
| 73 | Baton Rouge | LA | 4,690 | 5,579 | 19% | 3% | 9.2% | 10.1% | 0.9% |
| 74 | Stockton | CA | 4,854 | 6,431 | 32% | 17% | 11.7% | 10.0% | -1.7% |
| 75 | Raleigh | NC | 5,676 | 6,007 | 6% | -10% | 3.3% | 4.2% | 0.9% |
| 76 | Richmond | VA | 7,182 | 8,989 | 25% | 10% | 7.5% | 9.6% | 2.1% |
| 77 | Shreveport | LA | 4,310 | 5,901 | 37% | 21% | 9.5% | 10.2% | 0.7% |
| 78 | Jackson | MS | 3,675 | 5,452 | 48% | 33% | 10.9% | 11.3% | 0.4% |
| 79 | Mobile | AL | 3,379 | 5,071 | 50% | 35% | 14.2% | 11.7% | -2.5% |
| 80 | Des Moines | IA | 5,424 | 7,556 | 39% | 24% | 6.4% | 5.6% | -0.8% |
| 81 | Lincoln | NE | 5,429 | 7,139 | 31% | 16% | 5.1% | 5.9% | 0.8% |
| 82 | Madison | WI | 7,069 | 9,358 | 32% | 17% | 3.8% | 3.6% | -0.2% |
| 83 | Grand Rapids | MI | 6,855 | 8,608 | 26% | 10% | 7.8% | 7.8% | 0.0% |
| 84 | Yonkers | NY | 10,028 | 11,870 | 18% | 3% | 6.9% | 6.1% | -0.7% |
| 85 | Montgomery | AL | 3,357 | 5,077 | 51% | 36% | 14.1% | 11.7% | -2.4% |
| 86 | Lubbock | TX | 4,592 | 6,164 | 34% | 19% | 7.6% | 8.8% | 1.3% |
| 87 | Greensboro | NC | 5,156 | 6,447 | 25% | 9% | 3.6% | 5.8% | 2.2% |
| 88 | Dayton | OH | 6,064 | 8,499 | 40% | 25% | 11.2% | 14.1% | 2.9% |
| 89 | Garland | TX | 3,971 | 5,578 | 40% | 25% | 3.9% | 4.1% | 0.3% |
| 90 | Glendale | CA | 4,510 | 6,221 | 38% | 22% | 8.0% | 9.5% | 1.5% |
| 91 | Columbus | GA | 4,577 | 6,446 | 41% | 25% | 9.2% | 6.3% | -2.9% |
| 92 | Spokane | WA | 5,104 | 6,451 | 26% | 11% | 6.1% | 7.3% | 1.2% |
| 93 | Tacoma | WA | 6,162 | 7,744 | 26% | 10% | 7.8% | 9.3% | 1.5% |
| 94 | Little Rock | AR | 5,483 | 7,049 | 29% | 13% | 6.1% | 6.2% | 0.0% |
| 95 | Bakersfield | CA | 4,914 | 6,286 | 28% | 12% | 10.1% | 12.0% | 1.9% |
| 96 | Fremont | CA | 4,763 | 6,381 | 34% | 18% | 2.5% | 3.0% | 0.5% |
| 97 | Fort Wayne | IN | 4,998 | 7,807 | 56% | 41% | 7.4% | 5.2% | -2.3% |
| 98 | Newport News | VA | 4,978 | 5,935 | 19% | 4% | 8.6% | 8.3% | -0.3% |
| 99 | Worcester | MA | 6,343 | 8,754 | 38% | 22% | 9.9% | 7.5% | -2.4% |
| 100 | Knoxville | TN | 4,015 | 5,505 | 37% | 22% | 7.2% | 7.6% | 0.5% |
| Unweighted Average | | | $5,710 | $7,284 | 28% | 12% | 8.5% | 8.6% | 0.1% |

Sources: U.S. Bureau of the Census, Public Elementary-Secondary Finances, 1997-98. www.census.gov/govs/school/98tables.pdf; and 1992 Census of Governments, Public Education Finances, GC92(4)-1, www.census.gov/prod/2/gov/gc92-4/gc92_4_1.pdf.



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*Table II-5*

**LOW-INCOME STUDENTS AND SPECIAL EDUCATION**

| | | | Special Education | | | Eligible for Free or Reduced-Price Lunch | | |
|---|---|---|---|---|---|---|---|---|
| | | | 1991-92 | 1998-99 | Change | 1991-92 | 1998-99 | Change |
| | | | (percent of enrollment) | | | (percent of enrollment) | | |
| 1 | New York | NY | 10.5 | 13.8 | 3.3 | [1] | 64.1 | [1] |
| 2 | Los Angeles | CA | 8.8 | 11.7 | 2.9 | 68.0 | 73.2 | 5.2 |
| 3 | Chicago | IL | 3.7 | 11.8 | 8.1 | [1] | 83.2 | [1] |
| 4 | Houston | TX | 8.6 | 10.6 | 2.0 | 49.1 | 66.6 | 17.5 |
| 5 | Philadelphia | PA | [1] | 10.4 | 9.4 | [1] | 78.4 | [1] |
| 6 | San Diego | CA | 9.7 | 10.5 | 0.8 | 48.4 | 61.0 | 12.6 |
| 7 | Detroit | MI | 8.9 | 11.8 | 2.9 | 65.4 | 65.8 | 0.4 |
| 8 | Dallas | TX | 6.4 | 8.9 | 2.5 | 57.5 | 70.4 | 12.9 |
| 9 | Phoenix | AZ | [2] | [2] | [2] | [2] | [2] | [2] |
| 10 | San Antonio | TX | 9.7 | 12.7 | 3.0 | 72.1 | 65.4 | -6.7 |
| 11 | San Jose | CA | [2] | [2] | [2] | [2] | [2] | [2] |
| 12 | Indianapolis | IN | [2] | [2] | [2] | [2] | [2] | [2] |
| 13 | Baltimore | MD | 15.7 | 17.5 | 1.8 | 60.6 | 68.3 | 7.7 |
| 14 | San Francisco | CA | 10.9 | 11.2 | 0.3 | 47.6 | 57.0 | 9.4 |
| 15 | Jacksonville | FL | 13.8 | 16.1 | 2.3 | 31.6 | 47.1 | 15.5 |
| 16 | Columbus | OH | [1] | 12.8 | [1] | 47.7 | 56.6 | 8.9 |
| 17 | Milwaukee | WI | 11.1 | 13.9 | 2.8 | 52.9 | 73.3 | 20.4 |
| 18 | Memphis | TN | 8.2 | 11.6 | 3.4 | [1] | [1] | [1] |
| 19 | Washington | DC | 8.8 | 11.4 | 2.6 | 54.8 | 70.0 | 15.2 |
| 20 | Boston | MA | 18.1 | 22.4 | 4.3 | [1] | 72.4 | [1] |
| 21 | Seattle | WA | 8.0 | 9.9 | 1.9 | [1] | [1] | [1] |
| 22 | El Paso | TX | 7.2 | 9.3 | 2.1 | 52.5 | 66.6 | 14.1 |
| 23 | Nashville | TN | 9.9 | 14.4 | 4.5 | [1] | [1] | [1] |
| 24 | Cleveland | OH | [1] | 17.2 | [1] | 75.0 | 82.1 | 7.1 |
| 25 | New Orleans | LA | 4.7 | 8.6 | 3.9 | 73.0 | 75.4 | 2.4 |
| 26 | Denver | CO | 9.7 | 10.9 | 1.2 | 42.0 | 53.4 | 11.4 |
| 27 | Austin | TX | 9.3 | 11.5 | 2.2 | 37.0 | 49.0 | 12.0 |
| 28 | Fort Worth | TX | 9.0 | 11.2 | 2.2 | 48.4 | 54.8 | 6.4 |
| 29 | Oklahoma City | OK | [2] | [2] | [2] | [2] | [2] | [2] |
| 30 | Portland | OR | 8.2 | 9.8 | 1.6 | 31.1 | 37.7 | 6.6 |
| 31 | Kansas City | MO | [2] | [2] | [2] | [2] | [2] | [2] |
| 32 | Long Beach | CA | 6.6 | 8.2 | 1.6 | 57.9 | 68.5 | 10.6 |
| 33 | Tucson | AZ | 8.0 | 10.8 | 2.8 | [1] | [1] | [1] |
| 34 | St. Louis | MO | 14.7 | 15.2 | 0.5 | [1] | 76.7 | [1] |
| 35 | Charlotte | NC | 8.1 | 10.9 | 2.8 | 18.6 | 37.9 | 19.3 |
| 36 | Atlanta | GA | 6.9 | 6.4 | -0.5 | 63.5 | 75.0 | 11.5 |
| 37 | Virginia Beach | VA | [1] | 12.7 | 11.7 | [1] | 24.5 | [1] |
| 38 | Albuquerque | NM | 15.0 | 20.0 | 5.0 | 27.6 | 38.4 | 10.8 |
| 39 | Oakland | CA | 9.0 | 10.2 | 1.2 | 48.2 | 60.7 | 12.5 |
| 40 | Pittsburgh | PA | [2] | [2] | [2] | [2] | [2] | [2] |
| 41 | Sacramento | CA | 10.2 | 11.8 | 1.6 | 52.1 | 59.9 | 7.8 |
| 42 | Minneapolis | MN | 10.5 | 14.1 | 3.6 | 47.9 | 57.6 | 9.7 |
| 43 | Tulsa | OK | [2] | [2] | [2] | [2] | [2] | [2] |
| 44 | Honolulu | HI | 7.0 | 10.3 | 3.3 | 19.9 | 38.0 | 18.1 |
| 45 | Cincinnati | OH | [1] | 14.5 | 13.5 | 50.4 | 59.8 | 9.4 |
| 46 | Miami | FL | 8.3 | 10.8 | 2.5 | 44.4 | 58.7 | 14.3 |
| 47 | Fresno | CA | 10.0 | 11.9 | 1.9 | 58.9 | 72.2 | 13.3 |
| 48 | Omaha | NE | 11.9 | 17.6 | 5.7 | 34.9 | 49.6 | 14.7 |
| 49 | Toledo | OH | [2] | [2] | [2] | [2] | [2] | [2] |
| 50 | Buffalo | NY | 10.3 | 19.2 | 8.9 | [1] | 65.9 | [1] |
| 51 | Wichita | KS | 9.9 | 12.8 | 2.9 | 38.4 | 52.5 | 14.1 |
| 52 | Santa Ana | CA | 6.7 | 9.6 | 2.9 | 57.9 | 75.5 | 17.6 |

*Table II-5 continued*

| | | | Special Education | | | Eligible for Free or Reduced-Price Lunch | | |
|---|---|---|---|---|---|---|---|---|
| | | | 1991-92 | 1998-99 | Change | 1991-92 | 1998-99 | Change |
| 53 | Mesa | AZ | 6.8 | 8.0 | 1.2 | [1] | [1] | [1] |
| 54 | Colorado Springs | CO | [2] | [2] | [2] | [2] | [2] | [2] |
| 55 | Tampa | FL | 10.8 | 13.5 | 2.7 | 36.2 | 47.8 | 11.6 |
| 56 | Newark | NJ | [2] | [2] | [2] | 70.6 | 76.0 | 5.4 |
| 57 | St. Paul | MN | [3] | 13.8 | [3] | [3] | 52.9 | [3] |
| 58 | Louisville | KY | [3] | 12.9 | [3] | [3] | 48.0 | [3] |
| 59 | Anaheim | CA | [2] | [2] | [2] | [2] | [2] | [2] |
| 60 | Birmingham | AL | [2] | [2] | [2] | [2] | [2] | [2] |
| 61 | Arlington | TX | 6.8 | 10.0 | 3.2 | 16.1 | 34.1 | 18.0 |
| 62 | Norfolk | VA | [2] | [2] | [2] | [2] | [2] | [2] |
| 63 | Las Vegas | NV | 6.1 | 10.1 | 4.0 | 15.9 | 35.3 | 19.4 |
| 64 | Corpus Christi | TX | [2] | [2] | [2] | [2] | [2] | [2] |
| 65 | St. Petersburg | FL | 12.9 | 18.5 | 5.6 | 25.9 | 38.4 | 12.5 |
| 66 | Rochester | NY | [2] | [2] | [2] | [2] | [2] | [2] |
| 67 | Jersey City | NJ | [2] | [2] | [2] | [2] | 73.0 | [2] |
| 68 | Riverside | CA | [2] | [2] | [2] | [2] | [2] | [2] |
| 69 | Anchorage | AK | 12.0 | 14.8 | 2.8 | 13.1 | 28.8 | 15.7 |
| 70 | Lexington | KY | [2] | [2] | [2] | [2] | [2] | [2] |
| 71 | Akron | OH | [2] | [2] | [2] | [2] | [2] | [2] |
| 72 | Aurora | CO | [2] | [2] | [2] | [2] | [2] | [2] |
| 73 | Baton Rouge | LA | 3.6 | 11.4 | 7.8 | 44.7 | 51.1 | 6.4 |
| 74 | Stockton | CA | [2] | [2] | [2] | [2] | [2] | [2] |
| 75 | Raleigh | NC | 8.7 | 12.3 | 3.6 | 11.7 | 20.8 | 9.1 |
| 76 | Richmond | VA | [2] | [2] | [2] | [2] | [2] | [2] |
| 77 | Shreveport | LA | 6.5 | 12.9 | 6.4 | 45.4 | 53.1 | 7.7 |
| 78 | Jackson | MS | [2] | [2] | [2] | [2] | [2] | [2] |
| 79 | Mobile | AL | 14.8 | 14.2 | -0.6 | [1] | 59.4 | [1] |
| 80 | Des Moines | IA | [2] | [2] | [2] | [2] | [2] | [2] |
| 81 | Lincoln | NE | [2] | [2] | [2] | [2] | [2] | [2] |
| 82 | Madison | WI | [2] | [2] | [2] | [2] | [2] | [2] |
| 83 | Grand Rapids | MI | [2] | [2] | [2] | [2] | [2] | [2] |
| 84 | Yonkers | NY | [2] | [2] | [2] | [2] | [2] | [2] |
| 85 | Montgomery | AL | 8.9 | 12.4 | 3.5 | 13.1 | 22.5 | 9.4 |
| 86 | Lubbock | TX | [2] | [2] | [2] | [2] | [2] | [2] |
| 87 | Greensboro | NC | [3] | 13.9 | [3] | [3] | 36.9 | [3] |
| 88 | Dayton | OH | [2] | [2] | [2] | [2] | [2] | [2] |
| 89 | Garland | TX | [3] | 13.1 | [3] | [3] | 32.7 | [3] |
| 90 | Glendale | CA | [2] | [2] | [2] | [2] | [2] | [2] |
| 91 | Columbus | GA | [2] | [2] | [2] | [2] | [2] | [2] |
| 92 | Spokane | WA | [2] | [2] | [2] | [2] | [2] | [2] |
| 93 | Tacoma | WA | [2] | [2] | [2] | [2] | [2] | [2] |
| 94 | Little Rock | AR | [2] | [2] | [2] | [2] | [2] | [2] |
| 95 | Bakersfield | CA | [2] | [2] | [2] | [2] | [2] | [2] |
| 96 | Fremont | CA | [2] | [2] | [2] | [2] | [2] | [2] |
| 97 | Fort Wayne | IN | [2] | [2] | [2] | [2] | [2] | [2] |
| 98 | Newport News | VA | [2] | [2] | [2] | [2] | [2] | [2] |
| 99 | Worcester | MA | [2] | [2] | [2] | [2] | [2] | [2] |
| 100 | Knoxville | TN | 14.4 | 14.6 | 0.2 | [1] | [1] | [1] |
| Unweighted Average | | | 9.5 | 12.6 | 3.1 | 44.8 | 56.7 | 11.8 |

Sources: National Center for Education Statistics, *Characteristics of the 100 Largest Public Elementary and Secondary School Districts in the United States: 1998-99*, www.nces.ed.gov/pubsearch/pubsinfo.asp?pubid=2000345, and *Characteristics of the 100 Largest Public Elementary and Secondary School Districts in the United States: 1991-92*, www.nces.ed.gov/pubsearch/pubsinfo.asp?pubid=93131. Education Funding Research Council, www.dc.thompson.com/titleonline/ for 2000-2001 Title I allocations.

[1] Data not reported. [2] Not one of the 100 largest school districts. [3] Not one of the 100 largest school districts in 1991-92.

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*Table II-6*

**CHANGE IN ENROLLMENT OF MINORITY STUDENTS**

| | | | Enrollment | | | Percent Minority Students | | |
|---|---|---|---|---|---|---|---|---|
| | | | 1991-92 | 1998-99 | Change | 1991-92 | 1998-99 | Change |
| 1 | New York | NY | 962,269 | 1,063,561 | 10.5% | 81.5 | 84.5 | 3.0 |
| 2 | Los Angeles | CA | 636,964 | 667,305 | 4.8% | 86.9 | 89.5 | 2.6 |
| 3 | Chicago | IL | 409,731 | 421,334 | 2.8% | 88.4 | 89.9 | 1.5 |
| 4 | Houston | TX | 196,689 | 209,375 | 6.4% | 86.3 | 89.5 | 3.2 |
| 5 | Philadelphia | PA | 195,735 | 212,150 | 8.4% | 77.3 | 81.6 | 4.3 |
| 6 | San Diego | CA | 123,591 | 133,687 | 8.2% | 64.5 | 71.8 | 7.3 |
| 7 | Detroit | MI | 169,320 | 182,316 | 7.7% | 92.3 | 95.7 | 3.4 |
| 8 | Dallas | TX | 137,746 | 154,847 | 12.4% | 84.1 | 90.7 | 6.6 |
| 9 | Phoenix[1] | AZ | na | 21,534 | na | na | 78.0 | na |
| 10 | San Antonio | TX | 59,848 | 61,361 | 2.5% | 93.8 | 95.2 | 1.4 |
| 11 | San Jose | CA | 30,261 | 32,843 | 8.5% | 61.3 | 69.3 | 8.0 |
| 12 | Indianapolis | IN | 47,136 | 42,084 | -10.7% | 53.4 | 62.8 | 9.4 |
| 13 | Baltimore | MD | 110,325 | 108,759 | -1.4% | 82.7 | 87.8 | 5.1 |
| 14 | San Francisco | CA | 61,689 | 61,174 | -0.8% | 86.1 | 87.8 | 1.7 |
| 15 | Jacksonville | FL | 115,940 | 126,118 | 8.8% | 41.0 | 48.2 | 7.2 |
| 16 | Columbus | OH | 63,723 | 63,894 | 0.3% | 51.6 | 60.4 | 8.8 |
| 17 | Milwaukee | WI | 93,381 | 101,007 | 8.2% | 69.8 | 79.8 | 10.0 |
| 18 | Memphis | TN | 105,005 | 111,156 | 5.9% | 80.0 | 86.9 | 6.9 |
| 19 | Washington | DC | 80,618 | 78,648 | -2.4% | 96.0 | 95.7 | -0.3 |
| 20 | Boston | MA | 60,922 | 63,239 | 3.8% | 79.1 | 84.4 | 5.3 |
| 21 | Seattle | WA | 44,423 | 47,629 | 7.2% | 56.8 | 59.6 | 2.8 |
| 22 | El Paso | TX | 64,728 | 64,444 | -0.4% | 78.7 | 83.1 | 4.4 |
| 23 | Nashville | TN | 69,103 | 69,888 | 1.1% | 41.1 | 54.1 | 13.0 |
| 24 | Cleveland | OH | 71,640 | 74,026 | 3.3% | 77.2 | 80.5 | 3.3 |
| 25 | New Orleans | LA | 83,847 | 85,064 | 1.5% | 93.1 | 95.3 | 2.2 |
| 26 | Denver | CO | 60,552 | 66,331 | 9.5% | 67.0 | 75.6 | 8.6 |
| 27 | Austin | TX | 67,937 | 76,054 | 11.9% | 57.0 | 64.3 | 7.3 |
| 28 | Fort Worth | TX | 71,224 | 75,813 | 6.4% | 66.8 | 76.0 | 9.2 |
| 29 | Oklahoma City | OK | 36,097 | 39,398 | 9.1% | 56.0 | 66.0 | 10.0 |
| 30 | Portland | OR | 54,496 | 56,856 | 4.3% | 29.0 | 34.6 | 5.6 |
| 31 | Kansas City | MO | 35,227 | 37,861 | 7.5% | 74.3 | 82.3 | 8.0 |
| 32 | Long Beach | CA | 74,048 | 83,038 | 12.1% | 74.1 | 81.1 | 7.0 |
| 33 | Tucson | AZ | 56,764 | 62,867 | 10.8% | 48.0 | 55.8 | 7.8 |
| 34 | St. Louis | MO | 40,956 | 44,620 | 8.9% | 79.6 | 82.6 | 3.0 |
| 35 | Charlotte | NC | 77,746 | 93,533 | 20.3% | 43.8 | 50.3 | 6.5 |
| 36 | Atlanta | GA | 59,905 | 60,064 | 0.3% | 93.3 | 93.4 | 0.1 |
| 37 | Virginia Beach | VA | 71,683 | 76,677 | 7.0% | 25.1 | 34.9 | 9.8 |
| 38 | Albuquerque | NM | 90,155 | 89,092 | -1.2% | 53.0 | 58.0 | 5.0 |
| 39 | Oakland | CA | 51,698 | 53,462 | 3.4% | 91.9 | 94.2 | 2.3 |
| 40 | Pittsburgh | PA | 40,384 | 39,602 | -1.9% | 53.8 | 58.1 | 4.3 |
| 41 | Sacramento | CA | 50,804 | 51,240 | 0.9% | 65.7 | 74.1 | 8.4 |
| 42 | Minneapolis | MN | 41,597 | 47,978 | 15.3% | 53.7 | 69.8 | 16.1 |
| 43 | Tulsa | OK | 41,180 | 42,852 | 4.1% | 40.2 | 51.8 | 11.6 |
| 44 | Honolulu | HI | 174,747 | 187,653 | 7.4% | 76.1 | 79.2 | 3.1 |
| 45 | Cincinnati | OH | 50,914 | 50,396 | -1.0% | 64.6 | 73.6 | 9.0 |
| 46 | Miami | FL | 304,554 | 341,117 | 12.0% | 81.6 | 87.4 | 5.8 |
| 47 | Fresno | CA | 74,693 | 78,470 | 5.1% | 68.7 | 78.5 | 9.8 |
| 48 | Omaha | NE | 42,536 | 44,761 | 5.2% | 34.8 | 44.1 | 9.3 |
| 49 | Toledo | OH | 39,720 | 39,581 | -0.3% | 45.1 | 52.5 | 7.4 |
| 50 | Buffalo | NY | 48,241 | 47,845 | -0.8% | 60.0 | 69.3 | 9.3 |

*Table II-6 continued*

| | | | Enrollment | | | Percent Minority Students | | |
|---|---|---|---|---|---|---|---|---|
| | | | 1991-92 | 1998-99 | Change | 1991-92 | 1998-99 | Change |
| 51 | Wichita | KS | 47,222 | 46,391 | -1.8% | 32.8 | 44.1 | 11.3 |
| 52 | Santa Ana | CA | 47,700 | 52,107 | 9.2% | 93.8 | 96.8 | 3.0 |
| 53 | Mesa | AZ | 64,164 | 70,181 | 9.4% | 17.6 | 28.7 | 11.1 |
| 54 | Colorado Springs | CO | 30,602 | 32,589 | 6.5% | 23.3 | 27.7 | 4.4 |
| 55 | Tampa | FL | 127,439 | 147,826 | 16.0% | 36.6 | 45.9 | 9.3 |
| 56 | Newark | NJ | 48,374 | 43,609 | -9.9% | 82.0 | 91.7 | 9.7 |
| 57 | St. Paul | MN | 34,265 | 43,766 | 27.7% | 44.7 | 62.5 | 17.8 |
| 58 | Louisville | KY | 91,450 | 104,358 | 14.1% | 31.8 | 37.4 | 5.6 |
| 59 | Anaheim | CA | 44,749 | 48,109 | 7.5% | 26.9 | 34.4 | 7.5 |
| 60 | Birmingham | AL | 42,082 | 39,493 | -6.2% | 89.7 | 96.0 | 6.3 |
| 61 | Arlington | TX | 46,445 | 53,343 | 14.9% | 29.0 | 46.3 | 17.3 |
| 62 | Norfolk | VA | 37,323 | 37,852 | 1.4% | na | 70.6 | na |
| 63 | Las Vegas | NV | 129,233 | 179,106 | 38.6% | 31.7 | 45.7 | 14.0 |
| 64 | Corpus Christi | TX | 41,797 | 40,290 | -3.6% | 74.1 | 76.2 | 2.1 |
| 65 | St. Petersburg | FL | 96,333 | 107,060 | 11.1% | 21.9 | 26.1 | 4.2 |
| 66 | Rochester | NY | 33,792 | 38,121 | 12.8% | 73.8 | 82.5 | 8.7 |
| 67 | Jersey City | NJ | 29,246 | 32,505 | 11.1% | 88.2 | 90.7 | 2.5 |
| 68 | Riverside | CA | 32,490 | 36,713 | 13.0% | 47.7 | 56.2 | 8.5 |
| 69 | Anchorage | AK | 24,538 | 28,819 | 17.4% | 59.0 | 66.9 | 7.9 |
| 70 | Lexington | KY | 32,371 | 34,337 | 6.1% | 24.6 | 25.6 | 1.0 |
| 71 | Akron | OH | 34,150 | 32,361 | -5.2% | 40.8 | 50.2 | 9.4 |
| 72 | Aurora | CO | 26,759 | 29,027 | 8.5% | 33.2 | 52.0 | 18.8 |
| 73 | Baton Rouge | LA | 62,946 | 61,499 | -2.3% | 56.7 | 68.4 | 11.7 |
| 74 | Stockton | CA | 33,457 | 36,124 | 8.0% | 80.0 | 84.3 | 4.3 |
| 75 | Raleigh | NC | 66,931 | 85,735 | 28.1% | 30.7 | 34.1 | 3.4 |
| 76 | Richmond | VA | 31,200 | 27,621 | -11.5% | na | 92.7 | na |
| 77 | Shreveport | LA | 51,592 | 49,577 | -3.9% | 58.7 | 62.9 | 4.2 |
| 78 | Jackson | MS | 33,401 | 31,936 | -4.4% | 81.1 | 91.8 | 10.7 |
| 79 | Mobile | AL | 67,523 | 64,833 | -4.0% | 47.9 | 52.0 | 4.1 |
| 80 | Des Moines | IA | 31,446 | 31,406 | -0.1% | 19.4 | 26.9 | 7.5 |
| 81 | Lincoln | NE | 28,809 | 31,013 | 7.7% | 9.8 | 11.9 | 2.1 |
| 82 | Madison | WI | 23,849 | 25,327 | 6.2% | 22.3 | 33.3 | 11.0 |
| 83 | Grand Rapids | MI | 27,029 | 26,354 | -2.5% | 48.7 | 63.1 | 14.4 |
| 84 | Yonkers | NY | na | 25,277 | na | na | 77.7 | na |
| 85 | Montgomery | AL | 35,316 | 34,605 | -2.0% | 61.8 | 73.2 | 11.4 |
| 86 | Lubbock | TX | 30,860 | 29,565 | -4.2% | 51.9 | 57.4 | 5.5 |
| 87 | Greensboro | NC | 25,289 | 30,292 | 19.8% | 39.0 | 46.9 | 7.9 |
| 88 | Dayton | OH | 27,798 | 26,695 | -4.0% | 64.0 | 71.8 | 7.8 |
| 89 | Garland | TX | 39,192 | 44,869 | 14.5% | 32.4 | 47.0 | 14.6 |
| 90 | Glendale | CA | 26,996 | 30,312 | 12.3% | 41.6 | 42.4 | 0.8 |
| 91 | Columbus | GA | 31,230 | 33,349 | 6.8% | na | 63.5 | na |
| 92 | Spokane | WA | 30,549 | 32,403 | 6.1% | 11.5 | 13.3 | 1.8 |
| 93 | Tacoma | WA | 30,773 | 32,940 | 7.0% | 35.2 | 41.3 | 6.1 |
| 94 | Little Rock | AR | 25,971 | 24,441 | -5.9% | 65.6 | 70.9 | 5.3 |
| 95 | Bakersfield | CA | 25,892 | 27,176 | 5.0% | 67.4 | 78.2 | 10.8 |
| 96 | Fremont | CA | 28,077 | 30,919 | 10.1% | 39.0 | 54.9 | 15.9 |
| 97 | Fort Wayne | IN | 31,640 | 31,680 | 0.1% | 27.0 | 32.9 | 5.9 |
| 98 | Newport News | VA | 29,513 | 33,335 | 13.0% | 41.1 | 60.3 | 19.2 |
| 99 | Worcester | MA | 21,052 | 25,412 | 20.7% | 37.2 | 45.6 | 8.4 |
| 100 | Knoxville | TN | 50,788 | 51,224 | 0.9% | 13.0 | 16.6 | 3.6 |
| Unweighted Average | | | 80,042 | 84,385 | 5.4% | 56.8 | 64.6 | 7.8 |

Sources: National Center for Education Statistics, Digest of Education Statistics 1993, www.nces.ed.gov/pubsearch/pubsinfo.asp?pubid=93292. National Center for Education Statistics, *Digest of Education Statistics* 2000, www.nces.ed.gov/pubsearch/pubsinfo.asp?pubid=2001034.

[1] Phoenix contains independent school districts. Information applies to Phoenix Union High School.

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